

Kentucky Law Enforcement News

MARCH 2005 VOLUME 4, NUMBER 1

I N S I D E I N F O R M A T I O N

ACCREDITATION



KACP STANDARD 1.6

CALEA STANDARD 1.3.10

"A written directive requires that officers, prior to any use or possession of firearms, demonstrate specified proficiency in the use of that firearm..."



KACP STANDARD 17.10

CALEA STANDARD 41.2.2

"A written directive governs pursuit driving of motor vehicles to include evaluation of circumstances; responsibilities of initiating officer; responsibility of secondary units..."



KACP STANDARD 14.1

CALEA STANDARD 33.2.5

"Each officer having responsibility for the enforcement of the criminal laws in general, will graduate from a basic training program..."



KACP STANDARDS 28.1 & 2

CALEA STANDARD 81.2.1&2

"The agency participates in a single access telephone system utilizing 911...maintains full time operation communication service..."

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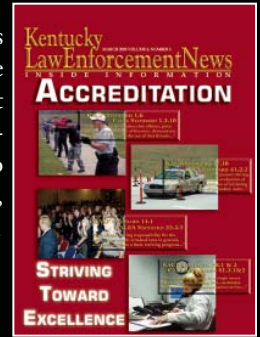
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About the Cover

The cover is an illustration of several specific accreditation standards for both the Kentucky Association of Chiefs of Police and the Commission on Accreditation for Law Enforcement Agencies' law enforcement accreditation programs. The four pictures depicted relate to the specifics of firearms, pursuit driving, mandatory basic training and 911 services standards.



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Lt. Governor Stephen B. Pence
Justice and Public Safety
Cabinet Secretary

John W. Bizzack
Commissioner

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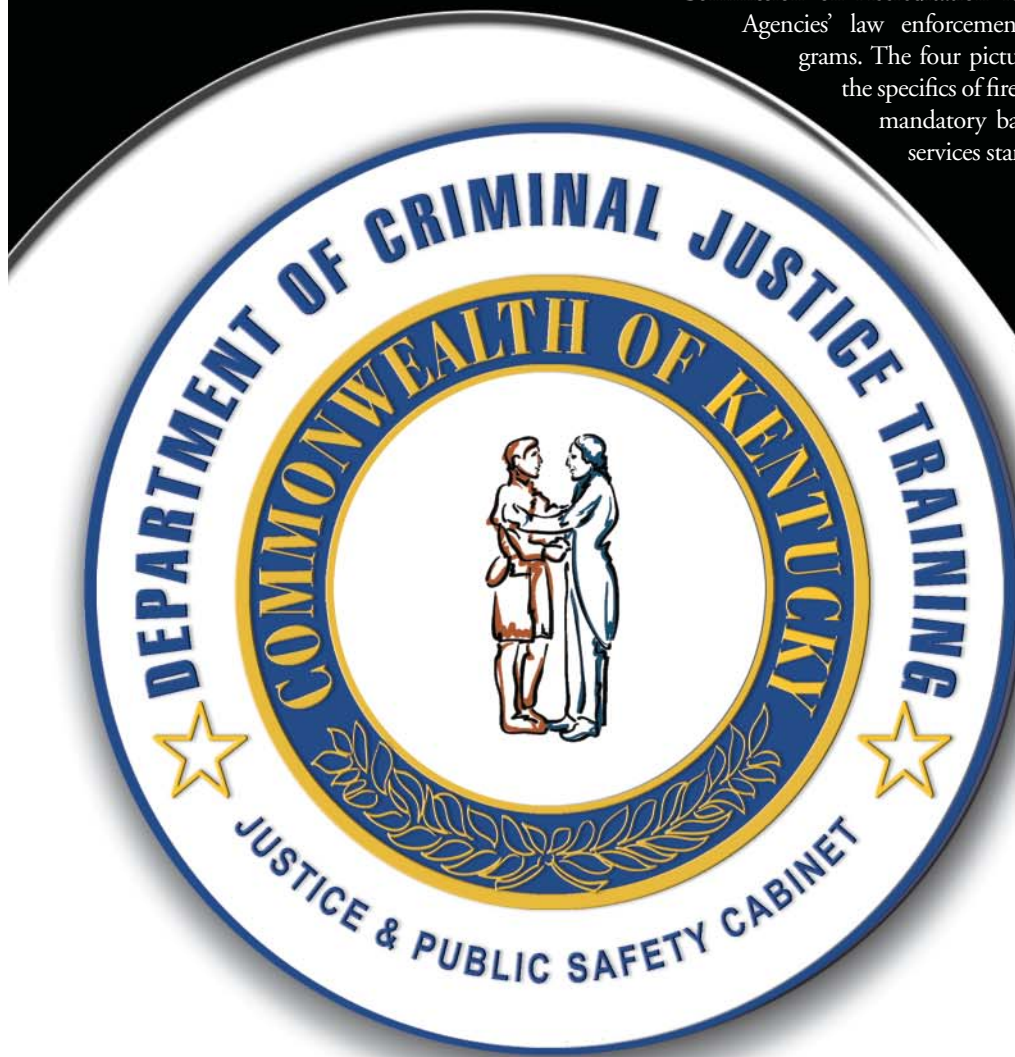
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The Kentucky Law Enforcement News staff is in need of dynamic, law enforcement related photos for possible publication in the magazine. We are interested in photos that are representative of all aspects of the law enforcement profession.

We can use black-and-white glossy, color prints or digital images. If we choose to use a particular photo in our magazine, appropriate credit will be given to the photographer. Because we cannot accept responsibility for lost or damaged prints, please send duplicates, not original prints.

KLEN News staff can also publish upcoming events and meetings. Please include the event title, name of sponsoring agency, date and location of the event and contact information.

The KLEN News staff invites you to communicate with us via e-mail. Our e-mail address is DOCJT.KLENN@ky.gov. We would like to know your thoughts on contemporary law enforcement issues. Article submissions may vary in length from 500 to 2,000 words. We welcome your comments, questions and suggestions about the magazine. Please include your name, title and agency on all e-mail messages. Also, the magazine is available for viewing on the DOCJT Web page. The DOCJT home page address is <http://docjt.ky.gov>.

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Leadership, No Matter How You Perceive it, Involves People First

*John W. Bizzack, Commissioner
Department of Criminal Justice Training*

Leadership is an interdependent labor. The successes you achieve in a leadership role depend largely on how well you relate to others, regardless of whether you are cast into a formal leadership position or you exercise leadership from an informal position.

People may look like leaders, wear the insignias and even pilot ceremonies associated with a position, but if they do not relate to the people they are charged to lead, then there will be few followers. Without followers there are precious few leaders.

Leadership, no matter how you may perceive it, involves people first. Certain measures of inconsistency and unpredictability must be accepted. Leadership is not, and has never been, a scientific principle, but it is an understanding of human nature. To make it work requires that knowledge of human nature and some experience.



Commissioner John Bizzack

It has been said that knowing how to tap dance in tight spots is a valuable asset and skill for authentic leaders, and we see that in many cases. This sort of dexterity helps maintain momentum and can even avert inevitable mishaps while leaders are learning to deal effectively with human nature. It's an ability that makes a good leader resemble vaudevillians perhaps more than scientists. In essence, it illustrates that good leadership is directly proportionate to being an effective and insightful individual in how they deal with ordinary details as well as major challenges.

One of the many ingredients of authentic leadership is knowing just how to motivate followers. It's much more than decision-making, shuffling mounds of paperwork, heading meetings or successfully juggling responsibilities. It is rare, indeed, that authentic leaders head organizations or exercise an influential post in an organization without knowing something about the character and responsibilities of the people in it. They also know the basic human nature of how people want to be associated with a winning organization or project.

No one, for example, has to know precisely how the combustible engine works to drive a car. However, one must know the basics like how to start the car, the fuel it requires to run, the purpose of the brake and accelerator as well as some idea of the theory of a vehicle in motion and its turning radius. Importantly, the driver should also know that all passengers, including the driver, should wear seat belts regardless of the experience of the operator.

The driver of any vehicle, just as a leader in any position, has less chance of calamity and a better chance of success if they know the fundamentals. Sure, many learn to drive the same way they learn to ride a bicycle, but

it's easy to see that it is safer to learn to ride a bicycle or drive a car if you have a good teacher and practice in a parking lot or driveway before you enter traffic.

Leadership is no different. We all know people in formal and informal positions of leadership who are still learning. The process never really stops. That is human nature too. Followers are also affected by their leader's learning process. They see and feel every bump, experience the bruises, and are the ones who end up looking at the dents, and witnessing collisions from those leaders who merely try to learn as they go.

This analogy may be elementary, but it is accurate. It clearly illustrates the necessity for people who seek formal leadership positions to have experienced teachers and formal training, some practice of what they've learned in various settings, before they attempt to lead an entire organization. The skills and knowledge of riding a bicycle, driving a car or leading people at any level of an organization must be honed, polished and practiced if success is expected.

Some do learn quicker than others, and some people are capable of skipping over some of the lessons and moving ahead of others. However, there is no single method of accurately and consistently determining who that person may be, which is why there are steps in developing sound and authentic leadership in every field and profession.

Basic training for peace officers in Kentucky, for example, blends problem-solving techniques with the skills necessary to make prudent decisions. Officers who successfully master this knowledge graduate, and then practice what they have learned until they are experienced enough and have demonstrated they are capable of assuming a supervisory role over others who do the same thing. When and if they become supervisors/sergeants, additional formal instruction takes place where they are taught a new series of principles and then repeat the process. Those who seek to climb the ladder of responsibility do so by continuing to polish and sharpen their skills and knowledge. They do this by gaining additional formal instruction in areas necessary for their next level of

formal leadership appointment. Eventually, those who find themselves near or at the top of an organization fully understand that the skills they had as a recruit or first-line supervisor were far from enough to assure a successful tenure as a formal leader near or at the top.

Just completing formal instruction on how to do something does not mean anyone can actually do it, any more than having a degree implies you are any good at what the degree is in. It takes practice, experience and a working knowledge of human nature. It also requires some institutional knowledge – the knowledge one gains of how the field, the world, the politics of career and, most of all, how the people you intend to lead function as an organization and individuals.

Can a law enforcement recruit with no experience be expected to successfully administer, lead and manage a law enforcement organization fresh out of basic training? Can a college graduate with a degree in economics, but the same limited experience, be expected to successfully run a bank? Should a recently minted licensed pilot who is rated to fly a single engine aircraft be expected to successfully fly a commercial

Just completing formal instruction on how to do something does not mean anyone can actually do it, any more than having a degree implies you are any good at what the degree is in.

jet?

The secret of getting ahead has always been to get started. The same applies to leadership. In today's society, and certainly in the field of law enforcement, the days of flying by the seat of your pants to lead anything is over. Today there is simply too much technology and basic knowledge one must know and many other qualified people who are your competition. To successfully lead others or organizations today one must prepare, practice and continue to prepare. Human nature says we all want to be a part of a winning organization, group or a successful project. How a formal leader makes that happen depends on their insight, training, knowledge, experience and level of practice in dealing with not only principles of leadership, but human nature.

Jump Starting Organizational Leadership

Formal leaders today assure there will be qualified formal leaders tomorrow by assuring there is continued training and

Accreditation: A Proven Method of Managing and Leading

Continued from page 5

education for those individuals who are interested in assuming those roles. This is done in the Kentucky law enforcement community through standards for hiring, selection and even promotion as well as ongoing enrollment in courses offered free of cost at the Department of Criminal Justice Training.

Formal leaders at the top of law enforcement organizations have another option as well – an option that helps assure their organization will adhere and comply with state-of-the-art policy and embed that concept in their followers who will someday lead their organization. That option is law enforcement accreditation, which is a proven method of managing and leading that assures people they are a part of a winning organization or one with vision.

Accrediting bodies exist in 10 states largely administered by professional associations of chiefs and sheriffs. Kentucky Association of Chiefs of Police has one of the most advanced accreditation programs and more than 60 police agencies in the Commonwealth are currently accredited by the KACP. The Commission on the Accreditation for Law Enforcement Agencies is the only national accrediting body. More than 550 police and sheriff agencies across the nation are accredited by CALEA. Five agencies in Kentucky are accredited by CALEA.

Accreditation is a unique concept for the field. It emphasizes a voluntary, self-motivated approach for organizations to achieve, objectively verify and maintain high-quality operations through evaluations of established standards by an independent, non-governmental body.

Law enforcement accreditation demonstrates the commitment of an agency to professionalism in terms of voluntary adherence to a body of recognized standards, as do

universities and hospitals. It assures the community that its law enforcement agency is committed to high quality service and that its policies and procedures are effective and responsible on the one hand, and fair and equitable on the other. It enhances community understanding of the agency's role as well as goals and objectives and promotes community cooperation and understanding.

To achieve the mantle of being an accredited agency, an in-depth review and on-site assessment by an independent, third party like CALEA or KACP is necessary. Norms are provided against which to measure the agency's performance and assures the agency is in accord with a recognized group of professional standards and policies.

Accredited agencies enjoy a reduction of vicarious liability suits against them. The relationships with neighboring agencies and with prosecutors, courts, state and local government is enhanced. Accreditation also assures personnel that every aspect of the agency's personnel system is in compliance with professional standards that are fair and equitable.

There are other reasons to endorse what accreditation has and is doing for the Kentucky law enforcement community. The chiefs and sheriffs in this state who have successfully navigated their agencies through the process as well as the KACP are to be commended for their foresight and commitment.

DOCJT was the first public safety training program in the nation to become certified and then fully accredited by CALEA. We fully believe these principles and benefits of the process. They are important not only for organizational integrity, but for the benefit of the people on whom the organization depends to perform at increasingly complex and higher levels.

Like leadership, the title of being an accredited agency means nothing unless you consistently apply the principles and professional standards required to maintain the accredited status. It is not achieved overnight. There are no short cuts. Accredited organizations seem to suggest there exists a certain consistency and planned outcomes. It also suggests that authentic leadership, and even the development of essential human nature skills required to lead, are taken seriously by accredited agencies and the communities they serve.

That option is law enforcement accreditation, which is a proven method of managing and leading that assures people they are a part of a winning organization or one with vision.

DOCJT Continues to Present CDP Certificates

DOCJT Staff Report

The Career Development Program is a voluntary program that awards specialty certificates based on an individual's education, training and experience as a peace officer or telecommunicator. There are a total of 14 professional certificates, nine for law enforcement and five for telecommunications. The variety of certificates allows a person to individualize his or her course of study, just as someone would if pursuing a specific degree in college.

The Kentucky Law Enforcement Council would like to congratulate and recognize the following individuals for earning career development certificates. All have demonstrated a personal and professional commitment to their training, education and experience as a law enforcement officer or telecommunicator.

Jack Adams, Mount Sterling Police Department, Law Enforcement Executive

Larry Alexander, Mayfield Police Department, Advanced Law Enforcement Officer

Lindsey Barnett, Kentucky State Police, Basic Telecommunicator

William Bertke, Campbell County Police Department, Intermediate Law Enforcement Officer

Steven Bohrer, Campbell County Dispatch, Basic Telecommunicator

John Branscum, Nicholasville Police Department, Law Enforcement Manager

Steven Castor, Erlanger Police Department, Intermediate Law Enforcement Officer

Barrett Champagne, Campbell County Police Department, Law Enforcement Supervisor

Claude Conrad, Madisonville Police Department, Intermediate Law Enforcement Officer

Ricky Cox, Eastern Kentucky University Police Department, Advanced Law Enforcement Officer

Jamie Davis, Eddyville Police Department, Intermediate Law Enforcement Officer

James England, Campbellsville 911, Basic Telecommunicator

James French, Murray State University Public Safety, Intermediate Law Enforcement Officer; Law Enforcement Officer Investigator

Randy Gabbard, Breathitt County Sheriff's Office, Advanced Deputy Sheriff

Bronda Galbraith, Mayfield Police Department, Basic Telecommunicator

Kevin Gilpin, Erlanger Police Department, Law Enforcement Officer Investigator

Michael Grigsby, Somerset Police Department, Intermediate Law Enforcement Officer

Paul Haddix, Breathitt County Sheriff's Office, Intermediate Law Enforcement Officer

Jeffery Hart, Morganfield Police Department, Intermediate Law Enforcement Officer; Advanced Law Enforcement Officer; Law Enforcement Officer Investigator; Law Enforcement Supervisor

Marty Hart, Campbell County Police Department, Intermediate Law Enforcement Officer

Lana Helton-Fillhardt, Campbell County Police Department, Intermediate Law Enforcement Officer

Robert Horch, Maysville Police Department, Law Enforcement Officer Investigator

Thomas Houston, Jessamine County 911, Basic Telecommunicator

Robert Kwiatkowski, Radcliff Police Department, Intermediate Law Enforcement Officer

Thomas Lakes, Campbell County Police Department, Intermediate Law Enforcement Officer

Scott Nottingham, Fort Mitchell Police Department, Intermediate Law Enforcement Officer; Advanced Law Enforcement Officer; Law Enforcement Officer Investigator

Elizabeth Peel, Harrodsburg Police Department, Basic Telecommunicator

Joel Price, Jessamine County 911, Basic Telecommunicator

Richard Rice, Erlanger Police Department, Intermediate Law Enforcement Officer; Advanced Law Enforcement Officer; Law Enforcement Supervisor

Joel Shepherd, Crescent Springs Police Department, Intermediate Law Enforcement Officer; Advanced Law Enforcement Officer

Morgan Snyder, Eastern Kentucky University Police Department, Basic Telecommunicator

Jackie Stephens, Pendleton County Dispatch, Basic Telecommunicator

Barry Waldrop, Nicholasville Police Department, Law Enforcement Chief Executive

Ronald Wilson, Taylor Mill Police Department, Law Enforcement Manager

New 10-Week School Trains Polygraph Examiners

*Pam Shaw, Administrative Specialist III
Kentucky Law Enforcement Council Support Branch*

Kentucky is again breaking ground in the area of law enforcement training, as it becomes one of a select few states in the nation to offer a polygraph training course.

The Department of Criminal Justice Training, the Kentucky Law Enforcement Council and the Kentucky State Police are sponsoring the Kentucky Institute for Polygraph Studies. Joining ranks with Pennsylvania and Texas, Kentucky is now one of only three states to offer a state agency-sponsored course related to polygraph.

"Kentucky has always been on the cutting edge of law enforcement training and trends, so it comes as no surprise that we are offering another first in the training arena," said DOCJT Commissioner John W. Bizzack. "We strive to offer as many courses as possible to ensure that Kentucky officers have all the training they need to protect their communities. This is just another example of that commitment."

The 10-week basic polygraph examiner's training course combines classroom instruction and practical exercises. Some of the topic areas covered in the course are history, psychology, physiology, instrument operations, test data analysis and test techniques.

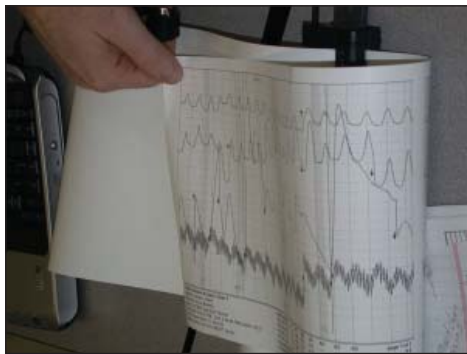
The course began Monday, January 10 with a scheduled graduation day of March 18, when students will receive a certificate of completion. The course is only the students' first step in becoming authorized to administer examinations.

In 1962, Kentucky became the first state to implement a polygraph licensing law. This law mandates that after completing an American Polygraph Association accredited course, hopeful examiners must continue their education by undergoing a one-year internship under another Kentucky licensed examiner. At the conclusion of the internship, each student examiner must pass a written state-licensing exam. If students are suc-



Louisville Metro Officer Kevin Bowling runs a mock polygraph test on Lexington Police Officer Albert Johnson during a practice exercise at the Kentucky Institute for Polygraph Studies.

cessful they will receive a Kentucky license, authorizing them to administer examinations in the Commonwealth of Kentucky.



A polygraph chart is generated during a test and is printed once the test is complete.

The school is in candidacy for accreditation by the APA; the most nationally recognized organization associated with polygraphy. Upon accreditation, the Kentucky Institute for Polygraph Studies will become the 15th school to receive this distinction in the United States.

The Kentucky Institute for Polygraph Studies hopes to offer a basic polygraph examiner's course on an annual basis. If you or someone you know is interested in becoming

a psycho-forensic detection of deception examiner, please contact Pam Shaw at (859) 622-5944 or by e-mail at Pam.Shaw@ky.gov.



School of Strategic Leadership Bridges Gap Between Training and Education

DOCJT Staff Report

The Leadership Development Section of the Department of Criminal Justice Training, in association with Eastern Kentucky University, unveiled its newest program, The School of Strategic Leadership on January 8. Fifteen students were specially selected from across the Kentucky law enforcement spectrum to attend the first class. The school is designed to provide executive level leadership education to police executives who wish to further their education and role as community leaders.

"The SSL curriculum is uniquely designed to enhance the law enforcement executive's ability to develop into a community leader, rather than just a police leader," said J. R. Brown, supervisor of the Management Section.

The program consists of five college classes taught over a one-year time span. A final capstone project will link the courses together in a hypothetical problem-solving project designed for them to use the knowledge from the classes they have taken. Two classes will be taught in the spring, one in the summer via the Internet and two final classes in the fall with the capstone project as the finale. Classes will be taught by Eastern Kentucky University professors and held on weekends, spaced approximately three weeks apart.

"This course is not only a best-practice approach, but also a smart-practice approach to bridging the gap between training and education," DOCJT Commissioner John W. Bizzack said. "In the past we have focused on the skill level needed to be a good officer. In this course we are taking the highest level of law enforcement leadership in the state, who have had years of basic and advanced training, and we are working on their education and conceptual skills, which is a new arena in law enforcement training."

The program does not rely solely on a criminal justice curriculum. It adds courses in organizational behavior and planning to give the students a broad community perspective so that they will be able to develop their departments alongside other public and private agencies into synergistic community growth.

Each student who completes the program will have earned 15 hours of graduate or undergraduate college credit. Those who enroll in the EKU graduate program will have approximately 50 percent of a master's degree completed. EKU is currently developing a completion strategy for those students so that they can achieve the educational goal of a master's degree in criminal justice.

The best thing about the program is that the students are provided with tuition, fees and books while they are enrolled in the School of Strategic Leadership, Brown said.



DOCJT Commissioner John Bizzack gave a presentation to the first School of Strategic Leadership class entitled "It's Always a Question of Leadership," to prepare them for the high expectations of their courses.

Current courses include:

CRJ 800 Advanced Criminal Justice Studies
PSY 874 Organization Change and Development
CRJ 813 Analysis of Police Operations
GEO 725 Seminar in Planning
CRJ 814 Police and Society

Students enrolled:

Chief Mike Ward – Alexandria Police Department
Chief W.D. Cole – Bellevue Police Department
Lt. W.L. Armstrong – Campbell County Police Department
Maj. Troy Dye – Elizabethtown Police Department
Branch Manager Randy Fawns – Kentucky Alcoholic Beverage Control
Chief Dep. W. D. Maddox – Marshall County Sheriff's Office
Captain W.T. Kelley – Ashland Police Department
Chief Dwayne Brumley – Berea Police Department
Chief W.C. Crider – Dawson Springs Police Department
Lt. Col. J.D. Nichols – Independence Police Department
Maj. Jeff Hancock – Kentucky State Police
Lt. Steven Howard – Morehead Police Department
Dep. Chief Glenn Skeens – Owensboro Police Department
Assistant Chief Stephanie Bastin – University of Kentucky Police Department
Lt. Kathy Eigelbach – St. Matthews Police Department

Vehicle Collision Investigation Courses Prepare Officers for Difficult Situations

Larry Tousignant, Branch Manager
Professional Development Branch

Your shift has been quiet so far, almost too quiet. A few minor calls for service, a couple of traffic stops but not much else. You get that momentary feeling of uneasiness that comes with experience. Something is going to happen, but you're not sure what it will be. Just a short time left before it's over and you have 16 hours off before you return to work. Maybe it will be a quiet shift after all.

When you hear your unit called and the slight pitch in the voice of the dispatcher, you know it's not another routine call. The pitch is so slight that a common person would not even recognize it, but you have heard that voice a thousand times before and you know the quiet shift is over.

You reach for your lights and siren switch while scribbling details of the call: location, vehicles involved, direction of travel and injuries. You're grateful the telecommunicator on the other end is a professional. The information will be as accurate as he or she can possibly receive it, and you can depend on them to have emergency response units dispatched almost simultaneously, but nonetheless you will be the first on the scene.

You hope the information was exaggerated and you will get there to find a simple fender bender, with the cars off to the side of the road and no injuries, but no such luck this time, neither for you nor for the people in those vehicles.

The scene is all too familiar, but you never really get used to it. The damage to the cars is gruesome and almost indis-

tinguishable from the sleek and prized conveyances of just a few moments earlier. You position your cruiser while reviewing the scene, and hope the other units are getting close. The gasoline and oil have already begun leaking to the pavement, and anti-freeze is mixing with them. Debris from both cars is scattered everywhere. The horn is stuck on one of the cars but it's not loud enough to drown out the screaming coming

from inside. The ear piercing screams that you will hear long after this shift is over, and maybe long after your career has ended. You may not know it at the moment, but you will likely hear those screams the rest of your life.

If you're an experienced officer, maybe even new on the job, you have been there and in all likelihood you will be there again. Some of the details may vary a bit, but overall you're pretty familiar with this scenario. One thing is certain, though, you will not be finished with this before your shift is over.

You will collect as much evidence as you can, interview witnesses, take measurements and photos, and begin working on your report.

Later you will try to sleep, but the scene will be replayed over and over again in your mind. You will ask yourself a hundred times, how could I have prevented this? But of course there is no easy definitive answer that will satisfy you.

You will wonder if your report will be completely accurate,



In June 2003, DOCJT instructors purposely crashed a Ford Taurus (right) into a Chevrolet Caprice to test the newly-designed hitch system as part of a staged wreck in preparation for the first collision-reconstruction class DOCJT offered that October.

SUBMITTED/DOCJT

will thoroughly reflect the events that caused or contributed to this devastation, and what level of competence you can provide to those victims. You will wonder if you can precisely and competently present the facts and evidence during the inevitable court proceedings that will likely follow. You will wish you had more training, and a higher level of expertise to adequately reconstruct that scene.

For these reasons, the Department of Criminal Justice Training, under the guidance of course creator and coordinator Richard Parkos, has been offering three levels of vehicle collision investigation. Each level is 80 hours in duration, and designed to bring a student of the law enforcement community to a progressively higher level of skill, knowledge and ability in investigating motor vehicle collisions.

Each level is progressively more complex, with a corresponding level of difficulty. Students initially learn awareness and skills required to conduct a vehicle collision investigation, with a working knowledge of what evidence and information are needed upon arriving at the scene, and how to safely obtain that information without further endangering the safety of themselves, the victims or the community for which they work. Students will learn proper procedures for taking measurements, constructing scale diagrams, identifying physical evidence and photographing a crash scene. In addition, the student will learn to apply basic principles of physics and mathematical equations to calculate drag factor and to estimate vehicle speeds based on skid marks and scuff marks.

Levels II and III provide a working knowledge of interpreting, documenting and safeguarding evidence needed to continue the reconstruction and analysis process. It also includes techniques and procedures for preparing and presenting facts and findings in a court of law.

Additionally, a Vehicle Collision Investigation Update class is offered for collision reconstructionists who have not attended a formal accident reconstruction training course for more than three years. In 32 hours it provides updated material on topics dealing with vehicle collision reconstruction, and often includes guest speakers with authority to present specialized topics.

Since January 2002, nearly 100 officers throughout Kentucky have successfully completed the six-week vehicle collision training.

Parkos will provide a telephone conference review to his former students when they're investigating a particularly difficult or complex vehicle collision, and need the oversight of their mentor.

Vehicle Collision Investigation Courses Scheduled in 2005

Motorcycle/ATV Collision Investigation

Richmond	March 29 - April 1
Richmond	July 19 - July 22

Pedestrian/Bicycle Collision Investigation

Richmond	June 21 - June 24
Richmond	July 26 - July 29

Vehicle Collision Investigation Update

Richmond	March 15 - March 18
Richmond	Nov. 1 - Nov. 4

Vehicle Collision Investigations – Level I

Richmond	April 18 - April 29
Richmond	Aug. 15 - Aug. 26

Vehicle Collision Investigations – Level II

Richmond	May 9 - May 20
Richmond	Sept. 12 - Sept. 23

Vehicle Collision Investigations – Level III

Richmond	June 6 - June 17
Richmond	Oct. 3 - Oct. 14

Parkos, an expert in this field, brings enthusiasm and intensity to these courses. He demands a high level of effort from his students and appreciates their accomplishments. He often arranges a staged vehicle collision on the McKinney Skills Driving Track to present his students with a hands-on presentation in which to learn and practice their skills. These demonstrations always have a number of variables, and are always exciting.

If your primary assignment includes vehicle collision investigation, and you have a dedicated interest in expanding your ability and skills to an advanced or superior level in the field of vehicle collision investigation, you may want to consider these challenges.

As Parkos will tell you when you call him for further information, you will find the work difficult, but not impossible.

Kentucky Visits Mongolia

Trip Promotes Improved Police and Business Practices for the Country



Eastern Kentucky University professor Dr. Gary Cordner and DOCJT instructor Walter Tangel pose with performers dressed in traditional Mongolian clothes. The performers entertained at a dinner party hosted by Professor Ch. Baatar, the president of the National Anti-terrorist Association of Mongolia.

Walter A. Tangel, Training Instructor
Management Section

Mongolia is a nation most of us here in the United States don't know much about. Perhaps what is conjured up in our minds is Chinngis Khaan, warriors on horseback conquering Europe and Asia, yaks, camels and cold winters. Because Mongolia is a landlocked nation located on the Eurasian landmass, nestled between Russia and China, it is not frequented by average travelers unless they have specific business to conduct there.

In fact, Mongolia is a bustling, thriving nation populated by intelligent, industrious, proud and friendly people. It is an emerging democracy, which up until 1990 was part of the former Soviet Union. It is a land of contrasts, slightly larger than the state of Alaska, with huge deserts, mountains, lakes, grasslands and unique wildlife. The population is about 2.4 million, one third of which live in the capital city of Ulaanbaatar. Mongolia truly is the "Land of the Blue Sky,"

with an average of 250 sunny days a year. And yes, winters are cold, where temperatures can plummet to -40 degrees Fahrenheit!

Dr. Gary Cordner, Eastern Kentucky University, College of Justice and Safety, Lt. Col. (ret.) Andrew Gembara, G-H International, and I traveled to Mongolia December 12 to 18, 2004 to explore the possibility of establishing education and training ties with the Mongolian police and private security sector. The visit was a collaborative effort on the part of Dr. Cordner and Department of Criminal Justice Training Commissioner John Bizzack, in response to a request from Professor (Colonel) Ch. Baatar, president of the National Anti-terrorist Association of Mongolia and president of the Security and Safety Academy. Cordner and Gembara are already involved in other international police and security education and training initiatives, such as Russia and Kazakhstan, under the auspices of the International Justice & Safety Institute at Eastern Kentucky University.

It is apparent Mongolia has a strong desire to improve its relationship with the United States and further democratic government, police and business practices. Mongolia is well aware of the threat of international terrorism and wants to build institutions that will prevent or at least minimize that threat as well as better deal with domestic crime and disorder. Illustrating that commitment is the fact that Mongolia is a Coalition Partner in the war against terror in Iraq. Mongolian police are also active members of Interpol. As of yet there have been no major incidents of terror in Mongolia.

The week was spent in and around the city of Ulaanbaatar except for one day with a trip to the countryside to experience traditional Mongolian culture and life. Formal and informal meetings were held daily with members of government, police and security services, and the private sector. Contact was also made with the U.S. Embassy. Like in most western and eastern European nations, Mongolian police and government officials were highly educated with advanced degrees in law and the social sciences.

Mongolian police are very interested in improving their government leaders' understanding of law enforcement capabilities. They also wish to expose senior police officers to American leadership and man-



Tangel and Cordner had the opportunity to experience Mongolian culture when they and two interpreters went horse-back riding in the countryside.

agement practices. They are interested in possibly creating a regional U.S.-backed police training facility in Mongolia, similar to the International Law Enforcement Academy in Budapest, Hungary. They are eager to learn U.S. tactics and methods. Particularly, they want to acquire western technology and equipment to support anti-terror, law enforcement and private security operations.

The public police and private security sectors seem to be highly collaborative. They are inclined to be more cooperative and in partnership than they are in the United States. For example, the National Anti-terrorism Association of Mongolia is a non-governmental organization comprised of business, private security, police, military and elected officials providing for a unified, synergistic approach to dealing with issues of public safety and security as well as the promotion of business practices from a global perspective.

The future is bright for the further development of democratic institutions and practices in Mongolia. As a result of this visit and the good work of the International Justice & Safety Institute at Eastern Kentucky University, one might see Mongolian police and security officers getting educated and trained in Kentucky. Kentucky and Mongolia both have a love of horses and all things equine. Continued police education and training contacts between Kentucky and Mongolia can only be beneficial to all in the furtherance of democracy, public safety, freedom, and international cooperation and understanding.

Who Do I Send?

Multiple Agency Jurisdiction and Response Issues

*Pat Carter, Supervisor
Basic Telecommunications Section*

Providing proper coverage of public safety responders to the communities of Kentucky is one of the primary duties of all agencies. While telecommunicators working any shift may not be directly responsible for the number of sworn personnel on duty, it can become their responsibility to find enough officers to safely handle a call for service. At 2 a.m. they might get a call involving a burglary in progress, a domestic violence call with weapons and injuries, or a fatality outside the city limits.

At that point the telecommunicator's first response is to look at who their agency has available. If they are working in a large city or a well-covered county dispatch center, it may not be a problem. They obtain the correct information and notify the on-duty and available sworn supervisors and officers and proceed with the call. However, not all of Kentucky's telecommunications personnel are so blessed.

The majority of the individuals, who work in more rural areas in this state, face greater obstacles than their fellow telecommunicators in more metropolitan areas when it comes to coverage. These employees should be provided with policies and procedures agreed upon by state, county and city officials in their jurisdiction. This might include call-out lists with up-to-date telephone numbers including cell and

home phones. Not having this critical agreement in place forces the telecommunicator who is already dealing with an emergency call, to become overloaded with calling around to find a primary responder or assistance for the single on-duty officer. In some cases finding a primary officer that is assigned county-wide authority and responsibility is difficult. They might have to call another dispatch center to get assistance and then they in turn, perform their own call-out procedures. Often the EMS and/or the fire department arrive on the scene prior to law enforcement. This time-consuming activity takes away from the proper handling of the call, and the proper radio procedure with the responding officers. It also leaves the telecommunicator struggling to find someone to respond. Therefore, they are in a state of stress because they realize that the caller needs help sooner than help can get there.

There can be no quick fix to this problem as long as there are multiple agencies working within the same jurisdiction. However, having an agreed upon policy and procedure that is enforced would go a long way to provide the proper coverage, cut down on response times and alleviate one of the most pressing problems facing telecommunicators and their agencies today.

Clarifying Mandatory Telecommunications In-Service Training Extension Requests

*Betty Godsey, Supervisor
Advanced Telecommunications Section*

In June 2003, it became mandatory that a newly hired full-time telecommunicator successfully complete either a CJIS academy or a Non-CJIS academy. The KRS statutes 15.560 and 15.565 also affect in-service classes. As before, telecommunicators are required to "successfully complete, each calendar year, an in-service training course, appropriate to their job assignment and responsibility, of at least eight (8) hours duration at a school certified or recognized by the Kentucky Law Enforcement Council." The change from the previous statute, however, can be found in Section 3. "In the event of extenuating circumstances beyond the control of a law enforcement telecommunicator that prevents completion of training within the time specified, the commissioner or the commissioner's

designee may grant the law enforcement telecommunicator an extension of time, not to exceed one hundred eighty (180) days, in which to complete training."

In order to comply with the law, a request for an extension should be sent to the commissioner of the Department of Criminal Justice Training by December 31 of that year. When the extension request is granted, the agency and/or telecommunicator has 180 days in which to take the eight hours of training. It will also be necessary for the telecommunicator to take an additional eight hours training for the current year. If you have any questions please contact Betty Godsey, Advanced Telecommunications supervisor at (859) 622-2756.

Telecommunications Class Donates Telecommunications Tools to Local Charities

DOCJT Staff Report

The Telecommunications Academy Class 34 helped two local communications effort as its class project.

The class collected and donated more than \$580 for the 617 Military Police Company Family Support Group. The money will be used to buy phone cards for Madison County soldiers who are deployed. The class also gave a 200-minute phone card to Telecommunications Supervisor Betty Godsey's son, Rob Godsey, who is stationed in Iraq.

Members of the class called local businesses from their hometowns to solicit donations. They also collected money at the Department of Criminal Justice Training.

Additionally the class donated 40 cell phones to the Madison County Sheriff's Office. The phones will be reprogrammed and given to spouse-abuse victims to use in case of an emergency.

The class also donated 50 bears to the basic training recruits. Officer keep stuffed animals in their cruisers to give to children who are involved in accidents, or are otherwise traumatized.



JACINTA FELDMAN MANNING/DOCJTA

Special Project Coordinators Leigh Early, KSP Cambellsburg, and Dannielle McIntosh, Muhlenburg County 911, present the Madison County Sheriff's Office with cell phones the class collected as its class project.

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JACINTA FELDMAN MANNING/DOCJT

RICH HANZES

Richard D. Hanzes has a diverse U. S. Army military background culminating as major in 1996. He is involved in teaching, developing and assisting in some of the most challenging leadership courses offered to law enforcement in the state of Kentucky.

What do you consider some of your greatest accomplishments in your distinguished career?

I hail from southwestern Pennsylvania, coal-mine and steel country. My father, a highly decorated World War II veteran, died when I was seven years old leaving my mother to raise my three brothers and me. I worked my way through college and became the first in our family to graduate with a bachelor's degree. Believing in a quote from Gen. George S. Patton, "The highest obligation and privilege of citizenship is that of bearing arms for one's country," I joined the U.S. Army and later earned a regular army commission as a second lieutenant. I served all over the world in a wide variety of positions before retiring in 1996 with the rank of major.

Although I received numerous medals, awards, commendations and mementos during my military career, the accomplishments I am most proud of always surround helping others, specifically taking care of America's finest – the young men and women entrusted to my charge. You receive an internal motivation from knowing that you somehow helped someone out along life's way. Leading is not an easy task. It runs the full gamut of rewarding to disciplining, with a great deal in between. To paraphrase a quote from Ralph Waldo Emerson, "To know someone has breathed a little easier because you have lived is to be successful." I like to think there are some people who breathe a little easier because of me. As I emphasize in the leadership classes at the Department of Criminal Justice Training, when you are in a supervisory position – LEAD! If you do not wish to be a leader and walk the walk, then it may be time for you to be successful somewhere else. Some notable accomplishments in my military career include being the last Provost Marshal for the U.S. Forces in Frankfurt, Germany; being operations officer for the 18th Military Police Brigade; Provost Marshal for U.S. Forces in the Kingdom of the Netherlands; assistant professor of Military Science in Minnesota; and Deputy Provost Marshal of Fort Knox.

Here at the DOCJT, I believe my most significant accomplishment is advancing leadership training for Kentucky's finest. I hope my involvement in initiating the Criminal Justice Executive Development program and the development of the Academy of Police Supervision as well as the other leadership courses I am involved in have, in some small way, contributed to improving leadership in Kentucky law enforcement agencies. In addition to being certified by the Kentucky Law Enforcement Council in numerous areas, I am also a certified ethics instructor by both the National Institute of Ethics in Chicago and the Josephson Institute of Ethics in Los Angeles as well as a certified basic and applied Situational Leadership instructor by the Center for Leadership Studies, Escondido, California. In October 2004, I earned a Toby Jug, which is a special award from the founder of Situational Leadership, Dr. Paul Hersey. It recognizes instructors who have taught Situational Leadership, including the case study of the film 12 O'clock High, more than 15 times. I am also a graduate of the Law Enforcement Management/Command College, 33rd session (1997), of the Institute of Law Enforcement Administration, Dallas, Texas.

What has been the greatest challenge in entering into civilian life from your military career and how has it changed you?

The biggest challenge I faced and still face transitioning from the military to working for the Commonwealth of Kentucky can be summed up in one word: politics. It's difficult for me to deal with the political atmosphere which I assume is inherent in state government. Politics manifested by patronage, nepotism and cronyism in hiring, assignments, and appointments to supervisory and upper level positions is very frustrating and my biggest challenge. I have learned to deal with this challenge by following the advice I teach in a class entitled Emotional Survival for Law Enforcement, based on a book written by a friend of mine, Dr. Kevin Gilmartin. There are only three things you control: your integrity, your professionalism and how well you do your job. I concentrate my efforts in these areas and couple my efforts with a positive attitude. I learned a long time ago that your attitude in life determines your altitude. I do not wish to be misunderstood here. There are many, many great employees in state government particularly at the Department of Criminal Justice Training, and I am proud to be a state employee with DOCJT, but there

are some that need to be successful somewhere else. I work hard to keep my focus, my eye on the ball and do my best to overcome these frustrations. I sincerely enjoy the interaction with the fine officers I come in contact with throughout the Commonwealth as well as many of my fellow instructors.

How have you seen law enforcement leadership change over the last few years, and where do you see it heading in the next five to 10 years?

I believe in the adage I learned in the military that there is no such thing as bad soldiers, there are bad leaders. I believe the same holds true for law enforcement, there are no bad officers there are bad leaders. Granted, every organization is going to have some bad apples that simply need to be successful somewhere else, and it is up to the leader to make that happen. It's always a question of leadership. More and more I come in contact with law enforcement professionals who want to lead and to be the best they can be. These professionals want to be successful leaders, and my responsibility is to give them the tools to succeed. I recall when I first started working at DOCJT in 1996, the first-line supervision class consisted of the instructor(s) reading a book on law enforcement management to the class. What a travesty. I believe over the last few years, we at DOCJT have moved away from training managers to developing leaders, instilling the premise that you lead people and manage resources. I'm sure many first-line supervisors remember reading and discussing one of my personal favorite books, "Leadership Secrets of Attila the Hun," written by Wes Roberts, which was required reading in the leadership portion of the First Line Supervision course I helped revise. We have come a long way since then and I see law enforcement leadership continuing to progress, officers of today not only want, they deserve to be well led. I, along with my counterpart and fellow patriot Ken Morris, advocate adoption of the military model of leadership training and over the last few years we have been diligently working to that end. In the military model, people are trained in leadership and are continually prepared for the next level. The focus of this military training is leadership development. The bottom line is taking care of the troops. In the leadership area at DOCJT, we developed a similar progression for those so inclined to be supervisors and hopefully leaders. Basic leadership tenets are taught in our APS three-week course. After a few years this is followed by the CJED five-week course where more advanced leadership skills are taught and honed. In January, the School of Strategic Leadership began. This course of study is designed to advance the leadership skills of agencies' senior to top level executives. I believe we have definitely seen an improvement in the quality of leadership in Kentucky law enforcement, and I certainly see that trend continuing. Leadership is leadership, it doesn't matter if you lead one or 1,001. Lead, follow or get out of the way!

You play an important role in the CJED program. How does that make you feel?

I feel proud to be involved with the CJED program. I was there at its inception in 1997 and am most proud of the fact that I have kept the program alive, healthy and progressive. CJED was a novel, different course for DOCJT, not your normal in-service class. There were those who did not wholeheartedly support or believe in the concept; therefore I was usually left on my own, with the advice and support of Commissioner John Bizzack, to let me just make it happen. The CJED course has evolved over the years to its present five-week configuration (one week per month

for five months). There are currently 106 graduates of the CJED course and its alumni consist of 16 chiefs, 10 assistant chiefs/chief deputies, five majors, 23 captains and 31 lieutenants. I certainly enjoy the camaraderie of all these fine leaders in the field of Kentucky law enforcement. CJED Class VII began November 2004 and is scheduled to graduate in March, adding 20 more leaders to the CJED graduate ranks.

I sincerely appreciate the efforts of some of the original instructors/professors in the course who have stayed with the program since its inception seven years ago. These include outstanding academicians from Eastern Kentucky University such as Dr. Vic Kappeler, Dr. Janna Vice, and Dr. Kathy Werking as well as the many law enforcement leaders from throughout the state, too numerous to name, who serve as guest instructors. These dedicated individuals are the ones who enable the CJED program to thrive, develop and succeed. I'm just here to bring it together and, as I said earlier, make it happen.

You always end leadership graduations with the same remark, "Wish you calm winds and soft landings." Why do you think it is important to encourage the graduates?

As an Army airborne soldier, when you, "put your knees in the breeze" as we say (jump out of an aircraft with a parachute) you hope the winds will be calm and you will have a soft landing. I use that analogy to convey my sincere best wishes for the graduates continued success. Being a police officer is a challenging profession and being a leader of police officers is even more so. I try to encourage the leaders to continue their development. The five things I always try to include in my remarks include take care of yourself, emotionally, physically and professionally; take care of your family or those you hold dear, make the time and take the time for what is important; take care of the organization entrusted to you, be a leader – live up to the core values and inspire others to excel; keep the focus, keep your eye on the ball and your head in the game; and last but certainly not least have fun. Life's too short to be miserable, sad, tense, or angry. Be positive and enjoy life. I hope these remarks inspire the graduates to continue learning and be great leaders.

What do you enjoy doing outside of work?

I enjoy spending time with my family, wife, son, daughter-in-law and especially my 17-month-old granddaughter. She is such a treasure. I enjoy reading, particularly about military history and leadership, and also keeping current on U.S. and world events. Additionally, I find it relaxing and enjoyable playing various card games with family and friends, not to gamble, but to enjoy the interaction and camaraderie that occurs. I, or I should say we, love to travel. By being in the Army, we have had the privilege of traveling and living around the world. I have lived in and/or visited 44 states in the U.S. as well as more than 30 foreign countries. I would like to eventually travel to all 50 states and visit some countries in South America and East Asia and Australia. Probably our most enjoyable vacations were in the Mediterranean Sea area including Greece, Italy, Malta, France and Spain. I enjoyed Malta the most because of its rich history, scenery, climate, people and laid-back atmosphere. I'm currently planning a trip back to Europe this year to visit family and friends in the Netherlands and to travel to France to visit the beaches of Normandy where many soldiers of the greatest generation made the ultimate sacrifice in the name of freedom. I try to follow my own advice to the students I teach which is to simply live life to its fullest and have fun.



TERRY MULLINS

Terry Mullins began her career at DOCJT in November 1981, in supply as a stores worker principal. She was promoted to supervisor in 1997 and branch manager in December 2000.

Terry was born in Cincinnati, Ohio. While in elementary school her parents relocated to a family farm in Lincoln County. After graduating from Lincoln County High School she briefly worked in manufacturing. In 1981 she married Kelly Mullins, a Berea native, who is a welder and employed by NACCO Industries, Inc. She and Kelly have two children. Their daughter, Krystal, is currently attending Eastern Kentucky University where she is a pre-vet major and she also works part-time at Silver Creek Animal Hospital. Their son, Shannon, is currently employed as a behavior rehabilitation specialist for the Prestera Center in West Virginia. Shannon and his wife Sara have two sons, Austin and Nathaniel.

Terry is currently pursuing a degree from Eastern Kentucky University's College of Business and has completed the Kentucky Certified Public Managers program.

You began your career at DOCJT November 16, 1981. What has been the most significant change you have seen in the DOCJT's operations.

The most significant changes I have seen during my time at DOCJT have been the additional classes and development of diverse curriculum being taught at DOCJT, as well as the growth of DOCJT's staff, which has been tremendous since 1981. I believe that the increase in specialized training and changes made to pre-existing classes has served to improve training for our state's law enforcement agencies as well as enhance the image of DOCJT among law enforcement agencies here in

Kentucky and nationally. DOCJT's staff has more than tripled since I began working here, and I still haven't met all of the new personnel. When I started working here there was only one person assigned to supply and now there are 16 staff members assigned to the Supply Branch.

You are the only female branch manager at DOCJT. What are some of the unique aspects of that position?

I don't believe that being a female has created any unique situations, although I do think that I have had to deal with some situations differently. There have been several occasions when I have accompanied one of the supervisors to meet with a vendor, associate, etc. and when introduced it was obvious that it was assumed that I was the secretary, which has caused a few awkward moments. By nature I'm a very quiet person, and I have had to learn to be more forceful at times than is normal for me. As time has passed though, I have become more confident dealing with situations that have called for me to be assertive in a professional manner.

What advice would you give to employees seeking upward mobility who wish to further their career at DOCJT?

Always treat everyone at all levels with nothing but respect and to be pleasant and expedient when responding to job task assignments or requests for assistance. Learning the functions and procedures for other sections, divisions and state government is also important. I also highly recommend continuing educational opportunities whenever possible, be it college or other available training. Education along with job experience always improves the chances for promotion and many job classifications require certain educational levels be attained.



EDLINAE SWEAT/DOCJT



EDLINAE SWEAT/DOCJT

You are a graduate of the Certified Public Managers program and will finish up your degree at Eastern Kentucky University soon. Was it hard to return to college to get your degree in this stage of your life?

At first it was all pretty exciting, but it was definitely more of a struggle during the time that I was taking both CPM classes and ECU classes. The projects that were required to be completed for the CPM program along with the research and assignments for my college classes have at times been a little overwhelming. Especially spending time studying or working on a project or report on weekends when I would much rather be with family or taking care of other responsibilities. I really enjoy the sense of accomplishment though that has gone along with completing the CPM Program and after each college class that I have taken. The acquaintances that I've made and the information that I've learned has been invaluable.

Who has been the most positive influence on you during your career and how?

I don't think that I can attribute that to any one individual, although my husband has been my biggest supporter and source of encouragement. Positive influences during my career have come from many contacts made during my lifetime, personally and professionally and from observing and interacting with the past and present leadership at DOCJT and from co-workers and other professionals that I have worked with over the years. I have always received support, guidance and encouragement from my family, DOCJT's management and from many of the folks with whom I have worked.

How do you like to spend your time when you are away from the DOCJT?

I enjoy just being at home taking care of household responsibilities and spending time with my family. For the past several

years my husband's employer has required him to work a lot of overtime and our daughter is a full-time student at ECU with a part-time job, so often our time together is limited. I love being outside, with the exception of winter, and really enjoy going fishing with my husband. I think that's when I'm the most relaxed and I'm never really ready to leave. Our 7-year-old grandson lives in Berea and visits with us regularly and time with him is priceless. Our son and daughter-in-law, who we don't get to see often enough, live in West Virginia and had a child in January. So of course I'm looking forward to spoiling our new grandchild.

What is the most rewarding part of working as administrative support for law enforcement?

For me the most rewarding part of working for a support division is the satisfaction that comes along with successfully assisting others and seeing support projects through to successful completion. That in itself is rewarding to me. I have always tried to provide the most courteous and speedy service as possible and have always received positive responses from those that I have assisted.

Describe the importance of upward mobility at the work place.

The opportunities for upward mobility should be available to all employees of any organization. Employees that have been dependable and dedicated to getting the job done, who have made the effort to learn, and who have set aside the time to learn the intricate workings of an organization should have upward mobility opportunities offered to them as those opportunities arise. The opportunities for upward mobility should also motivate and encourage employees to learn about all facets of an organization, and gain the needed experience and education to advance if they are so inclined. It is a win-win situation.

KECC Honors DOCJT for Generosity During 2004 Campaign



SUBMITTED/DOCJT

The DOCJT's KECC committee members display their award for the Most Spirited Campaign. Back row from left to right: Jo Carol Roberts, Teresa Babb, Linda Renfro, Jody Plummer and Kay Fuson. Front row from left to right: Janet Brockwell, Tammy Richardson, DeAnna Boling, Jacinta Feldman Manning and Melissa Beck.

DOCJT Staff Report

The Department of Criminal Justice Training's generosity and enthusiasm during the 2004 Kentucky Employee Charitable Campaign was recognized with the Most Spirited Campaign Award at the KECC's Victory Celebration in November.

The Most Spirited Campaign Award is presented to the office or facility that demonstrates the most enthusiasm and spirit in running its campaign, regardless of the amount that is raised. An award is given to an agency in a large and small cabinet.

DOCJT received the award for the large cabinet, and the Kentucky Retirement Systems won for the small cabinet.

DOCJT also received an honorable mention for Best Overall Campaign.

Statewide, the 2004 campaign raised \$1.13 million. Through employee pledge forms and fundraisers, DOCJT raised more than \$19,200, its highest total ever.

Though it is the second smallest agency in the Justice and Public Safety Cabinet, DOCJT was top in two areas: percentage participation and per capita gift.

DOCJT's KECC committee, headed by DeAnna Boling, aggressively pursued creative, new ideas to raise money for the worthy cause. The committee held two on-line silent auctions, hosted a fall mum sale and coordinated a McKECC night at a local McDonald's restaurant, where a percentage of the profits was donated to the campaign.

"Chairing this campaign has been one of the biggest blessings in my life. Knowing that you are making a difference in someone else's life is a gift itself. Our campaign was successful because we simply asked people to 'follow your heart' when deciding how much to give," Boling said. "You cannot go wrong when you follow your heart."

DOCJT Donates \$1,000 to Foothills Community Action Partnership

DOCJT Staff Report

The Department of Criminal Justice Training donated \$1,000 to the Foothills Community Action Partnership December 14, 2004 to purchase food baskets for the holidays. The Foothills Community Action Partnership is an agency that provides a comprehensive range of services for low-income families and individuals.

The money was raised through several annual competition shoots held by the DOCJT each October. The Competition Shoot is a charity marksmanship contest for all of Kentucky's sworn officers. Using the weapons they carry on duty, officers shoot at targets with differing distances, positions and time limits. Nearly 30 officers attended the 2004 competition shoot from 11 agencies across the Commonwealth.

"It had gotten to the point where we needed to donate the money," DOCJT Training Instructor Robert French said. "I thought this was a good time of year to do it."

The \$1,000 donation allowed Foothills Community Action Partnership to supply baskets to 35 additional families during the holiday season.

"The money really helps because we are primarily funded with grants and with grants you have no discretion with where the money is spent and holiday baskets aren't usually something a grant will pay for," said Vicki Jozefowicz, executive director of Foothills Community Action Partnership. "So cash contributions give us flexible money to do these extra things."

Jozefowicz said they focused on providing the food baskets for the Women of Substance Abuse program that they serve in cooperation with other organizations, as well as six families that are currently in homeless shelters.



DOCJT Training Instructor Robert French presented Adriell Woodman, Foothills Community Action Partnership administrative officer, with a check for \$1,000.

ABBIE DARST/DOCJT

2004 Competition Shoot Was a Success

DOCJT Staff Report

The 2004 Competition Shoot, hosted by the Department of Criminal Justice Training in October, was much more successful than in past years. There were a total of 27 participating officers from 11 departments across the state.

The Team High Score Award winners were the Bowling Green, Hopkinsville, and Louisville Metro police departments. Brett Kreilein and Michael Lemon made up the Bowling Green team, and took first place with 893 points.

Scott Noisworthy and Sean Wint placed second for Hopkinsville with 855 points. Anthony O'Bryant and Duard Burdette turned in a third place finish for Louisville Metro with 827 points.

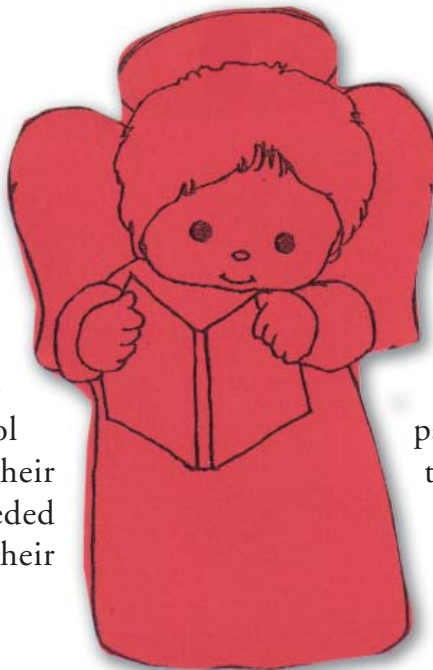
There were several other awards given out to individual high score winners. Bowling Green Police Department's Kreilein had the highest score of the competition with 454 points.

DOCJT Staff Provides Christmas Gifts to Local Children

DOCJT Staff Report

The Department of Criminal Justice Training's staff provided gifts for several local children this holiday season.

The family resource and youth services centers associated with Mayfield Elementary in Richmond and Berea Community School in Berea identified children in their school systems whose families needed help providing Christmas gifts for their children.



The schools submitted the names and Christmas wish lists for 21 children, many of whom were thought of as too old to be included in other gift-giving projects.

Each wish was written on a paper angel and hung on Christmas trees around the buildings. By mid-December, the agency returned more than 80 gifts to the schools and families.

C a l e n d a r

<i>Mar.</i>	<p>March 4: Graduation of Basic Training Class 353</p> <p>March 16-19: Spring Conference, Commission on Accreditation for Law Enforcement Agencies, Birmingham, Alabama</p> <p>March 18: Graduation of Criminal Justice Executive Development Class VII</p> <p>March 18: Graduation of The Kentucky Institute for Polygraph Studies</p> <p>March 25: Graduation of Basic Training Class 354</p>
<i>Apr.</i>	<p>April 1: Graduation of Telecommunications Academy for Non-Terminal Agency Class 36</p> <p>April 1: Graduation of Basic Training Class 354</p> <p>April 22: Graduation of Basic Training Class 355</p> <p>April 29: Graduation of Academy for Police Supervision Class 10</p>
<i>May</i>	<p>May 4-5: KLEC meeting, Embassy Suites, Louisville</p> <p>May 13: Graduation of Basic Training Class 2005-1</p> <p>May 15: National Law Enforcement Memorial Ceremony, Washington D.C.</p> <p>May 15-17: FBI NA Retrainer, Barren River State Park</p> <p>May 18: Kentucky Law Enforcement Memorial Ceremony, DOCJT, Richmond</p> <p>May 27: Graduation of Telecommunications Academy Class 37</p> <p>May 27: Graduation of Academy for Police Supervision Class 11</p> <p>May 29-June 3: IADLEST Conference, Annapolis, Maryland</p>

Comings and Goings

New Employees

Christopher Haddix began work on 11/16/04 as an Instructor I in the Physical Training Section. Chris comes from the Montgomery County Sheriff's Office.

Jeffery Knox began work on 11/16/04 as an Instructor I in the Basic & Advanced Vehicle Operations Section. Jeff comes from the Bowling Green Police Department.

Ellan Gantz began work on 12/01/04 as an Administrative Specialist II in the Facilities Section. Ellan comes to the DOCJT with more than 20 years of administrative experience.

Amy Reeves Reister began work on 12/01/04 as an Administrative Specialist III in the Basic Training Branch. Amy comes from Kentucky Employer's Mutual Insurance.

George Wilding began work on 12/01/04 as an Instructor I in the General Studies Section. George comes from the Kentucky State Police.

Garl Lovings began work on 12/16/04 as a Maintenance Superintendent I in the Facilities Section. Garl comes from the W. T. Congleton Company.

Christopher Roberts began work on 01/01/05 as a Network Analyst I in the Computer Systems Section. Chris comes from Central Baptist Hospital as a systems support coordinator.

William Cassell began work on 01/01/05 as an Instructor I in the Leadership Development Section. William has more than 20 years law enforcement experience, most recently as chief of the Campbellsville Police Department.

Donald Alves began work on 01/05/05 as a Team Leader for the Kentucky Community Preparedness Program. Don comes from the College of Law Enforcement at Eastern Kentucky University.

Thomas Lindquist began work on 01/10/05 as a Team Leader for the Kentucky Community Preparedness Program. Tom is an experienced former Director of Public Safety with 27 years of service.

Drexel Neal began work on 01/10/05 as a Team Leader for the Kentucky Community Preparedness Program. Drexel comes from the Lexington Fayette Urban County Government, Division of Corrections.

Transfers

Rachel Nease transferred from Multimedia and Technology Office to Staff Services and Planning effective 12/01/04.

Timothy Anderson transferred from DUI Enforcement Section to Patrol and Traffic Section in Professional Development effective 01/01/05.

Kay Fuson transferred from Staff Services and Planning Office to Management Section of Training Operations Division effective 01/01/05.

Imelda Price transferred from Advanced Telecommunications to Basic Communications effective 01/17/05.

Mike Keyser transferred from Basic Communications to Advanced Communications effective 01/17/05.

Promotions

Pam Smallwood was promoted from Administrative Specialist III to Procedures Development Coordinator in the Administrative Division on 11/16/04.

Tonya Stallard was promoted from Personnel Administrator Associate to Administrative Specialist III on 12/01/04.

Tiffany Stine was promoted from part-time Clerk II to full-time Personnel Administrator Associate on 12/01/04.

Kerrie Dehorty was promoted from Administrative Specialist II to Administrative Specialist III on 12/16/04.

Goings

Lloyd Holbrook resigned from his part-time position as Clerk III in the Facilities Section on 01/31/05.

Judy Hager-Samples resigned from her part-time position as Clerk III in the Facilities Section on 01/28/05.



ODCP, Cost-Saving Measures Top JPSC 2004 Highlights

*Lt. Governor Stephen B. Pence, Secretary
Justice and Public Safety Cabinet*



Stephen B. Pence

For over a year, I have had the honor and privilege to serve as the secretary of the Justice and Public Safety Cabinet. In that year, we have worked hard to meet our goals and represent the fine men and women of law enforcement. We have witnessed an historic reorganization of state government. We have saved taxpayers millions of dollars by eliminating waste, fraud and abuse. Most importantly, we have brought substance abuse in Kentucky to the forefront. As we gear up for the coming year, it is important to reflect on what we have accomplished to plan for the future.

When our administration took office, we made a commitment to change the culture in Frankfort. A culture defined by decades of wasteful spending, political paybacks and a disregard for accountability. A year has passed, and the JPSC remains committed to that charge.

An example of this promise exists in our ability to control our budgets and maintain fiscal responsibility. By competitively outsourcing food service operations at state prisons, we have save more than \$5 million. The Department of Juvenile Justice is providing more community-based services for juvenile offenders and relying less on out-of-home placements, which, in turn, will save taxpayers another \$5 million. We have eliminated most of the personal service contracts for outside legal help. Instead, we opted to create an in-house law firm, which will save another \$1 million. Through reorganization of programs and services, the Department of Criminal Justice Training saved another \$2 million. Saving money was a great challenge for our cabinet. However, fighting the war on drugs proved to be the bigger test.

Substance abuse in Kentucky has reached epidemic proportions, and we will not incarcerate our way out of this problem. For decades, this scourge has escalated into a law enforcement and corrections nightmare. Our communities are ravished by these addictions, our prisons are overpopulated, and we continue to apply the same methods to this evolving problem. The problem requires a fresh start, a new approach and a prompt response.

As a result, the JPSC hosted 16 public forums around the state to focus on the nature and extent of the drug problem. The Statewide Drug Control Assessment Summit included a 51-member panel that collected public input and data from communities. From this information, the panel drafted a book of recommendations for the governor to develop a strategic, comprehensive plan to help decelerate this growing problem.

In late August, Governor Ernie Fletcher announced the creation of the Office of Drug Control Policy. ODCP will help us be more effective in our efforts to treat Kentucky's drug problem by incorporating prevention, treatment and law enforcement components. It is not enough to be tough on crime. We must be effective on it. I believe we will be able to rescue people from these destructive addictions through a common sense approach. Although this is not an overnight solution, it is a great start. If we are patient in our endeavors, we will see results.

Other JPSC departments, including Corrections and Juvenile Justice have contributed to these drug-treatment efforts. The Department of Corrections added hundreds of new treatment beds for incarcerated addicts. A new program named "Half-way Back" is operational, which will help rehabilitate inmates before their release. DOC now has about 800 beds available to treat drug offenders in the system. In addition, the Department of Juvenile Justice is running a substance abuse program that treated 285 kids last year. With the lessons learned today, those children have a greater chance for a brighter tomorrow.

Other JPSC highlights from 2004 include:

- The Kentucky State Police eliminated a backlog of 8,000 solid dose drug cases.
- The Department of Criminal Justice Training became the first public safety-training academy to be fully accredited by the Commission on Accreditation of Law Enforcement Agencies' Public Safety Training Academy Accreditation program, the nationally recognized leader in industry standards.
- The Department of Juvenile Justice will open three new juvenile detention centers by the end of 2005. Two centers have already opened.
- The Medical Examiner's Office began participating in a pilot project that monitors drug overdose deaths. The office is one of only 10 selected sites around the country.
- Kentucky Vehicle Enforcement began the process of installing new car radios to increase their communications abilities and have less reliance on expensive cell phones.
- The Department of Public Advocacy and Kentucky Vehicle Enforcement joined the cabinet under Governor Fletcher's Executive Order to reorganize state government.
- DPA has hired and placed 20 new lawyers in its highest caseload offices.

We have accomplished our goals, but we cannot rest on our laurels. The public has given our administration the mandate to provide effective leadership and an efficient government. If we fail as leaders, then we have failed Kentucky.

We owe it to you. That is our New Year's resolution.

Kentucky's Forensic Anthropologist Turns Investigations Into Book

Jacinta Feldman Manning
Public Information Officer

Television shows that focus on crime scene investigations have become increasingly popular over the last few years, but Dr. Emily Craig is proving that fact is better than fiction.

Craig is Kentucky's forensic anthropologist, and the "bone doc from the boondocks," as she has been referred to, has written a book about her experience at some of the most well known crime scenes in Kentucky and across America.

The book, "Teasing Secrets From the Dead: My Investigations from America's Most Infamous Crime Scenes," is now in its second printing and has been translated into Italian, Dutch, German, Swedish and Japanese.

"My profession is my passion," Craig said.

Law enforcement officers from across the state turn to her when they find skeletal, charred or badly decomposed remains. Craig uses her education and expertise to unlock the information in the bones so she can identify the remains.

From analyzing the bones, she can estimate some of the victim's characteristics, like race, age, sex and stature.

"When I can't get all of the pieces of the puzzle together it's frustrating, but then it actually becomes more of a challenge and that's what I like," she said.

Craig has her master's degree in medical illustration from the Medical College of Georgia and her Ph.D. in forensic anthropology from the University of Tennessee. She has studied at the "body farm," the anthropology research center in Knoxville, Tennessee.

"I got grossed out big time," Craig said about her experience at the body farm. "But that was the best experience I could have had because once I got over the shock of seeing it happen then I got engrossed in the scientific aspects of what was happening."

A leading expert in her field, Craig has been searched out nationally and has been involved in investigating some of the most gruesome crime scenes in America, including the September 11 attacks and the Oklahoma City bombing.

Craig had no intentions of writing a book, though friends had often told her that her work would make an interesting read. The idea really took shape at a convention for mystery writers, where she was lecturing about the science of forensic anthropology.

"Some of the attendees came up to me after my lecture and said, 'oh my gosh, this would make a wonderful book, you've got to talk to an agent,' and I was like, yeah, yeah, yeah."

But after carpooling with an agent at the convention, Craig was ready to start writing.



Knee pads and other hiking gear are essential parts of Dr. Emily Craig's work uniform when she is investigating outdoor crime scenes. Craig spends much of her time in rural areas across Kentucky investigating skeletal and badly decomposing remains.

It took about two years to finish writing. Seeing skeletal remains was nothing new to Craig, but writing about her experiences was.

A professional editor helped her with grammar and syntax and her agent helped her replace long passages of highly technical and scientific explanation with shorter descriptions that would be more meaningful to the average reader.

"It was a humbling experience, but in the end it's made it a much better read," she said.

ODCP Progressing on Plan to Better Address, Reduce Substance Abuse

*Jamie Neal, Public Information Officer
Office of Drug Control Policy*

A year ago at this time, members of the governor's team of drug prevention, treatment and enforcement officials were traveling the state, hearing from Kentuckians about the devastation that substance abuse had caused their families, their fellow citizens and their communities.

The team, the Statewide Drug Control Assessment Summit, was a fourth of the way through its 20 weeks of assessing drug abuse in Kentucky and the effectiveness of programs intended to answer the problem. In six months, the team would present its findings and recommendations on how to better address substance abuse to Governor Ernie Fletcher.

Today, the office that resulted from the summit's chief recommendation – to create a centralized authority for substance abuse issues and programs in the state – has been in existence for six months and is working diligently to make the summit's other proposals on better approaching and reducing substance abuse into reality.

"The Office of Drug Control Policy has hit the ground running and is involved in a number of projects that will improve the way Kentucky handles substance abuse in prevention, treatment and enforcement," ODCP Deputy Director Karyn Hascal said.

The Office of Drug Control Policy is playing its role of coordinator for the state's response to the drug problem, pulling together plans and teams of people to impact substance abuse in Kentucky through drug prevention, treatment and enforcement.

Methamphetamine Legislation

Among the initiatives that the ODCP has been helping coordinate is the governor's comprehensive legislation to effectively address the methamphetamine problem that has spread to every region of the state. From 1998 to 2004, the number of meth labs discovered in Kentucky increased by 3,000 percent (from 19 to 579 labs).

The proposal, Senate Bill 63, is sponsored by Sen. Robert Stivers, R-Manchester and was introduced in the Senate in February.

"We have to face the fact that the problem has grown so severe in this state that some sacrifices will have to be made," Lt. Governor Steve Pence said. "It is a deterrent to those who would abuse."

The bill would change the state's manufacturing statute so that law enforcement officers could charge someone with manufacturing meth if they possessed two or more chemicals or pieces of equipment and the intent to use them to make the drug.

In 2003, the Kentucky Supreme Court ruled that an individual had to have all of the ingredients and equipment for producing meth to be charged with manufacturing. They may still be arrested and charged with manufacturing if they are caught making the drug. Some prosecutors have said that the ruling has made it more difficult to prosecute manufacturers.

If passed, the legislation would also:

- restrict the sale of pseudoephedrine in tablet form – the key ingredient in meth production – to 9 grams per person in a 30-day period. The tablets could only be distributed at pharmacy counters, and customers would be required to sign and present identification.
- create a new section of law that makes it a felony to expose children to hazardous chemicals with the intent to make meth.
- allow the attorney general, the Justice and Public Safety Cabinet and Commonwealth's attorneys to sue those trafficking in meth precursors or manufacturing the drug.
- penalize individuals who use a firearm in the furtherance of a meth offense.

Recovery Programs

The ODCP has launched a plan to fulfill one of the drug summit's major recommendations for better addressing and reducing the substance abuse problem – increase treatment/recovery opportunities in correctional facilities.

The agency will soon be awarding grants of \$50,000 to \$70,000 to six local jails to pilot substance abuse recovery programs for inmates, parolees, shock probationers and halfway back program participants. Grant awardees will be selected based on their preparedness and need for a program, and the ODCP will attempt to cover each of the state's regions.

Drug Task Force Standards

Drug task force directors and members from across Kentucky have been working with the ODCP to develop model policies, procedures and standards for the task forces.

The ODCP asked the directors to come together as the Drug Task Force Standards Committee based on the drug summit's recommendation. The Summit said that the task forces played an important enforcement role in drug control and that uniform standards needed to be implemented to assure that they were performing effectively.

The committee has adopted a model policy manual to be a resource for future and existing task forces.

The group has also developed operating procedures and a standards form that the ODCP and the Justice and Public Safety Cabinet's Grants Management Branch will use during on-site inspections of the task forces' facilities, which will begin later this year. The Grants Management Branch is working with the ODCP and the task forces because it is the administrator for funds that the task forces receive through a grant.

When the standards committee meets again, which will be in the next couple of months, it is scheduled to begin working with the ODCP to develop performance-based measures to evaluate the task forces' effectiveness and performance beyond the quantity of drugs seized or arrests made. The ODCP will present ideas to the committee at the next meeting.

Meanwhile, the ODCP and the Grants Management Branch are discussing ways to improve data collection on task force activities, such as developing better data forms



Governor Ernie Fletcher talks about his comprehensive bill to address the methamphetamine crisis in Kentucky at a February news conference in front of a Kroger pharmacy in Frankfort. The legislation would require that pseudoephedrine, the key ingredient in meth production, be dispensed at pharmacies.

and collection methods.

Prevention Grant

Kentucky has received an \$11.5 million federal grant to increase the effectiveness of substance abuse prevention at the state and local levels through agencies working together to strategically plan prevention efforts.

As the state agency responsible for coordinating data collection and research in drug prevention, treatment and enforcement, the ODCP will coordinate the prevention work under the grant, along with other statewide prevention initiatives.

The state incentive grant from the Center for Substance Abuse Prevention is named the Strategic Prevention

See ODCP, page 28

ODCP Helps Coordinate Prevention Grants

Continued from page 27

Framework and calls for a statewide, strategic prevention plan, which will include needs assessments. For those counties with greatest need, part of the grant is to be used to implement effective prevention programs that will later be evaluated for their effectiveness.

Various state agencies have come together to draft the statewide, strategic prevention plan and work with their local counterparts in the targeted communities to implement research-based prevention programs and strategies. The agencies are the Department for Public Health, Education Cabinet, Department for Juvenile Justice, Department for Mental Health and Mental Retardation Services, Department of Family Resource and Youth Service Centers and the Governor's Highway Traffic Safety Program.

The comprehensive prevention needs assessment during the first year of the project will dictate specific state and community outcome goals for the prevention plan.

At the outset, the goals include reducing substance abuse-related problems in communities; preventing the onset and reducing the progression of substance abuse, including underage drinking; and increase prevention at the state and community levels.

The initiative is expected to last five to seven years.

Student Drug Testing

The drug summit presented the governor with three layers of recommendations – those for immediate action, those that the ODCP should implement and recommendations that the ODCP should consider further.

Student drug testing was one that the summit said the ODCP should consider further, and the agency is at the start of that process. It has formed an advisory council of approximately 40 members, including students, educators, counselors, parents and other stakeholders.



Carltez Hampton, 26, holds canine Bull's leash as he and other inmates at the Daviess County jail prepare to graduate from the facility's substance abuse program. The Office of Drug Control Policy is working to get recovery programs in more jails in Kentucky. A component of the Daviess County curriculum teams inmates with dogs.

Personnel Changes

Jim Acquisto, who was named head of KY-ASAP in June, accepted an appointment in January as director of the state Alcoholic Beverage Control's enforcement division.

Acquisto, a 21-year law enforcement veteran, will supervise the approximately 35 sworn ABC investigators across the state. ABC investigators have full law enforcement authority and are tasked with enforcing alcoholic beverage and tobacco laws, as well as assisting other law enforcement agencies in Kentucky.

Amy Baker and Monica Sacre have joined the ODCP staff.

Baker, now a special projects coordinator for the agency, was a substance abuse treatment specialist for the Kentucky Department for Mental Health and Mental Retardation Services, Division of Mental Health and Substance Abuse Services. She has more than eight years of experience in the field of substance abuse treatment.

Sacre, an administrative assistant for the ODCP, previously worked for the Kentucky State Police in the Office of the Commissioner and in the Operation Division. She has an extensive background as a paralegal in the private sector. She has an associate's degree in Paralegal Studies.



Appalachia HIDTA Assesses Threat to Region

*Phil Tursic, DEA Senior Analyst
Co-Manager of AHIDTA ISC*

High Intensity Drug Trafficking Areas are geographical regions having critical drug trafficking problems that adversely affect the United States. The director of the Office of National Drug Control Policy, currently John P. Walters, identifies or designates HIDTA areas under the Anti-Drug Abuse Act of 1998, as amended, to improve coordination of drug control efforts. There are currently 28 HIDTA regions in the United States and Puerto Rico. In April 1998, the ONDCP designated areas within Kentucky, Tennessee and West Virginia as the Appalachia High Intensity Drug Trafficking Area.

The Appalachia HIDTA, headquartered in London, Kentucky, is comprised of 68 counties within Kentucky, Tennessee and West Virginia. The mission of the Appalachia HIDTA is to measurably reduce, particularly as it relates to marijuana, the production and trafficking of illegal drugs in its immediate area, to reduce drug-related violent crime in the region, and to reduce the impact that HIDTA drug production and trafficking have on other areas of the United States. The steady escalation of marijuana use, production and trafficking in the Appalachia region has transformed previously informal partnerships among the three states into a combined and year-long formal effort to suppress marijuana-related activities and overcome the increasing instances of violence, cultural acceptance and corruption associated with the marijuana industry.

The Threat

Marijuana is the number one cash crop in Kentucky, Tennessee and West Virginia. The states of the Appalachia HIDTA, with less than 4 percent of the total U.S. population, produced 34.5 percent of the domestic marijuana supply in 2003 (measured in total eradicated plants). Regional marijuana usage rates are generally below the national average, indicating that the vast majority of marijuana cultivated in the HIDTA is destined for markets in other regions of the country, and that the Appalachia HIDTA continues to represent a major drug threat to the United States. Much of the marijuana produced in the Appalachia HIDTA is grown on public land. Marijuana growers in the Appalachia HIDTA intrude upon the Daniel Boone

AHIDTA Counties

Kentucky - Adair, Bell, Breathitt, Clay, Clinton, Cumberland, Floyd, Harlan, Jackson, Knott, Knox, Laurel, Lee, Leslie, McCreary, Magoffin, Marion, Monroe, Owsley, Perry, Pike, Pulaski, Rockcastle, Taylor, Warren, Wayne and Whitley counties

Tennessee - Bledsoe, Campbell, Claiborne, Clay, Cocke, Cumberland, Fentress, Franklin, Grainger, Greene, Grundy, Hamblen, Hancock, Hawkins, Jackson, Jefferson, Knox, Macon, Marion, Overton, Pickett, Putnam, Rhea, Scott, Sequatchie, Sevier, Unicoi, Van Buren and White counties

West Virginia - Boone, Braxton, Cabell, Gilmer, Kanawha, Lewis, Lincoln, Logan, Mason, McDowell, Mingo and Wayne counties.

and Cherokee National Forests and the Great Smoky Mountain and Big South Fork National Parks, as well as lands owned by the Tennessee Valley Authority. Daniel Boone has led all National Forests in marijuana cultivation for 10 of the last 11 years. Public use of these treasures has diminished because of the threat of violence from marijuana producers.

Although marijuana is its primary focus, the Appalachia

Continued page 30

Statewide LEN News

Current Law Enforcement Issues

STATEWIDE

HIDTA region is faced with increasingly serious threats from methamphetamine production and abuse, imported cocaine, and the trafficking and abuse of prescription drugs. The number of methamphetamine labs dismantled in the HIDTA increased from 45 in 1999 to 474 in 2003. Appalachia HIDTA investigative initiatives alone seized 105 clandestine methamphetamine labs in 2002 and 311 labs in 2003 revealing a 196 percent increase. The limited competition in remote areas compared to that in large cities, makes the rural communities of the Appalachia HIDTA immensely popular and profitable for Mexican or Mexican-American cocaine trafficking organizations from major metropolitan areas. Appalachia HIDTA investigative initiatives seized 170 kilograms of cocaine in 2003, compared to 29 kilograms in 2002, a 496 percent increase. Prescription drug seizures by Appalachia HIDTA officers and agents expanded dramatically from 4,706 dosage units in 1999 to 105,757 dosage units in 2003. The trafficking and illicit usage of prescription drugs, especially OxyContin, may well be the most significant drug problem aside from marijuana within the HIDTA.

The Resources

Also located in London are the Kentucky Operations Center and the AHIDTA Investigative Support Center. The Tennessee Operations Center is located in Knoxville, Tennessee, and the West Virginia Operations Center is located in Hurricane, West Virginia. Together, these offices provide the necessary support for AHIDTA investigative task forces and initiatives operating in the 68 designated HIDTA counties. In all, six U.S. attorney's offices, seven federal agencies, 17 state agencies, and 43 local agencies work together to coordinate drug suppression activities through the AHIDTA.

Participating Agencies

Federal: ATF, DEA, FBI, IRS-CI, USFS, USMS and

USAOs (Eastern and Western Districts of Kentucky, Eastern and Middle Districts of Tennessee, and Northern and Southern Districts of West Virginia).

State: Kentucky Governor's Marijuana Strike Force, Kentucky State Police, Kentucky Vehicle Enforcement, Kentucky Commonwealth Attorney's Office, Kentucky Office of the Attorney General, Tennessee Alcohol Beverage Commission,

Tennessee Bureau of Investigation, Tennessee Department of Safety, Tennessee District Attorneys' General Conference, Tennessee Governor's Task Force for Marijuana Eradication, West Virginia Prosecuting Attorney's Institute, and West Virginia State Police.

Other: Kentucky River Community Care Regional Prevention Center; chiefs of police associations and sheriffs' associations in Kentucky, Tennessee and West Virginia; Laurel County Fiscal Court; Kentucky, Tennessee and West Virginia national guards; West Virginia Prevention Resource Center; and numerous local law enforcement agencies from all three states.

Specifically, the Appalachia HIDTA consists of 16 law enforcement task force initiatives, a drug demand reduction initiative, a marijuana

eradication initiative, a prosecution initiative and a training initiative. Complementing these task forces initiatives is the Investigative Support Center and Administration/Operational Support.

The ISC serves as a vital component of the AHIDTA effort. Intelligence analysts from the Drug Enforcement Administration, Kentucky State Police, Kentucky Army National Guard and Operation UNITE man the ISC. Co-managers representing the KSP and the DEA manage the ISC. This joint location and interaction of federal and state law enforcement personnel, along with their agencies' computers and databases, allow the ISC to share valuable information with AHIDTA participants and provide analytical support to all

AHIDTA Task Forces & Initiatives in Kentucky

Bowling Green/Warren County Task Force
Columbia Area Task Force
DEA London Task Force
FBI Public Corruption Task Force
Hazard Task Force
Lake Cumberland Regional Drug Task Force
National Forest Marijuana Investigative Task Force
Kentucky Eradication Task Force
Kentucky Drug Demand Reduction
Kentucky Prosecution Team

Other

Appalachia HIDTA Investigative Support Center
Appalachia HIDTA Training Initiative
Management and Coordination

AHIDTA area law enforcement agencies involved in counterdrug, eradication and interdiction operations. In addition, the ISC provides drug intelligence analysis; prepares threat assessments, strategic reports and organizational studies; cultivates new sources of information; supports arrest and search warrant operations; and investigative leads to law enforcement agencies nationwide.

In 2003, the AHIDTA ISC implemented the use of an Internet-based computer application, known as SAFETNet which is Secure Automated Fast Event Tracking Network. It provides investigative and eradication personnel with event deconfliction service, 24 hours a day, seven days a week. Event deconfliction was designed to reduce potential confrontations between agencies that could lead to disastrous results. SAFETNet provides law enforcement officers with a tool to schedule a variety of events and determine if their event will conflict with an existing event occurring at a similar time, date and location. SAFETNet notifies agents and officers, via e-mail and/or pager about events they have scheduled and their targets, and if an event they have scheduled conflicts with another event. Agents/officers are also notified if someone else schedules an event that conflicts with one of their own scheduled events, or if a target they have entered appears similar to a target previously entered in SAFETNet. Event deconfliction is not limited to drug investigations. All department elements are encouraged to use it for their investigative activities, such as execution of search warrants, surveillances, decoy and buy-bust operations, as well as undercover activities. ISC personnel have trained hundreds of officers and investigators from a number of agencies in the use of SAFETNet, including the KSP, Tennessee Bureau of Investigation, West Virginia State Police and Louisville Metropolitan Police Department.

Conclusion

The drug threats in Appalachia require a multifaceted response that targets drug production, trafficking, distribution and demand. The Appalachia HIDTA is uniquely suited to provide the multifaceted approach necessary. Central to this mission is the expansion of cooperative, multi-jurisdictional law enforcement efforts involving HIDTA funded and non-HIDTA funded resources. By balancing efforts to attack drug trafficking at every layer, and coordinating non-enforcement efforts in targeted communities, the Appalachia HIDTA will continue to facilitate the necessary cooperation between federal, state and local agencies into collaborative initiatives that target drug cultivation, distribution and demand.

Rapier Directs Day-to-Day Functions of AHIDTA

DOCJT Staff Report



*Charles Frank
Rapier*

Frank Rapier is the director of the Appalachia High Intensity Drug Trafficking Area. The AHIDTA comprises areas in Kentucky, Tennessee and West Virginia. He, in concert with the executive board and various committees, is responsible for the successful implementation of the national HIDTA program. His principal role is managing the day-to-day operations on behalf of the executive board. Prior to being appointed director, Rapier served as deputy director for Kentucky from November 2002 to July 2003, when he became interim director.

Rapier was born and raised in Corbin. He received his Bachelor of Science degree from Eastern Kentucky University and attended graduate school at Xavier University. Rapier was an instructor at the Federal Law Enforcement Training Academy at Glynco, Georgia, has taught at many other police academies and has been a speaker at numerous law enforcement conferences.

Prior to joining AHIDTA, Rapier was a special agent with the U.S. Treasury Department for 32 years. As a special agent, he was a member of the National Undercover Resource Pool and the National Response Team. He served many assignments with the U.S. Secret Service and U.S. State Department during his career. He was a member of the Southeast Bomb Task Force that investigated the Olympic bombing case.

During his career with the U.S. Treasury Department, Rapier was awarded four Special Achievement awards, a Special Act Award, a Performance Award and the Director's Award/Masengale Memorial Award.

Governor Fletcher Unveils New Initiative to Strengthen Security in Kentucky Communities

Kentucky Community Preparedness Program to Address Vulnerabilities of 60 Communities Throughout the Commonwealth

Jacinta Feldman Manning
Public Information Officer

Governor Ernie Fletcher unveiled the Kentucky Community Preparedness Program, a unique initiative to strengthen the security of 60 communities in Kentucky by locating and eliminating potential vulnerabilities. The assessment process is the first step a community takes to prepare and protect its citizens not only from a hostile event, but also from a natural disaster, emergency or criminal activity.

Governor Fletcher unveiled the program on January 31 and announced the first 15 communities that will go through the assessment process.

The program focuses on prevention of hostile acts and crime in small and medium-sized communities through a system of risk assessments and recommendations for improved security.

"This program will help ensure Kentucky is prepared to respond to a potential emergency and allow families to feel more secure in their communities," Governor Fletcher said. "By giving each community their own 'preparedness playbook,' we will ensure the various security issues surrounding our Commonwealth's infrastructure are addressed."

The Department of Criminal Justice Training developed the Kentucky Community Preparedness Program in 2003 to mobilize local law enforcement and community officials in a formalized process of identifying and correcting security vulnerabilities that might be exploited by terrorists or criminals. Assessments were conducted in seven pilot cities, which concluded with strong support from everyone involved.

"Participating in the assessment process was extremely beneficial to Alexandria," said Police Chief Mike Ward. "It forced us to change the way we thought about our approach to terrorism and crime prevention, and gave us the opportunity to look at other areas of the community. There has been a decrease in crime here, and I attribute that, in part, to the adjustments we made from our vulnerability assessment."

In 2004, the Kentucky Office of Homeland Security approved a \$2.4 million grant, which will allow DOCJT to



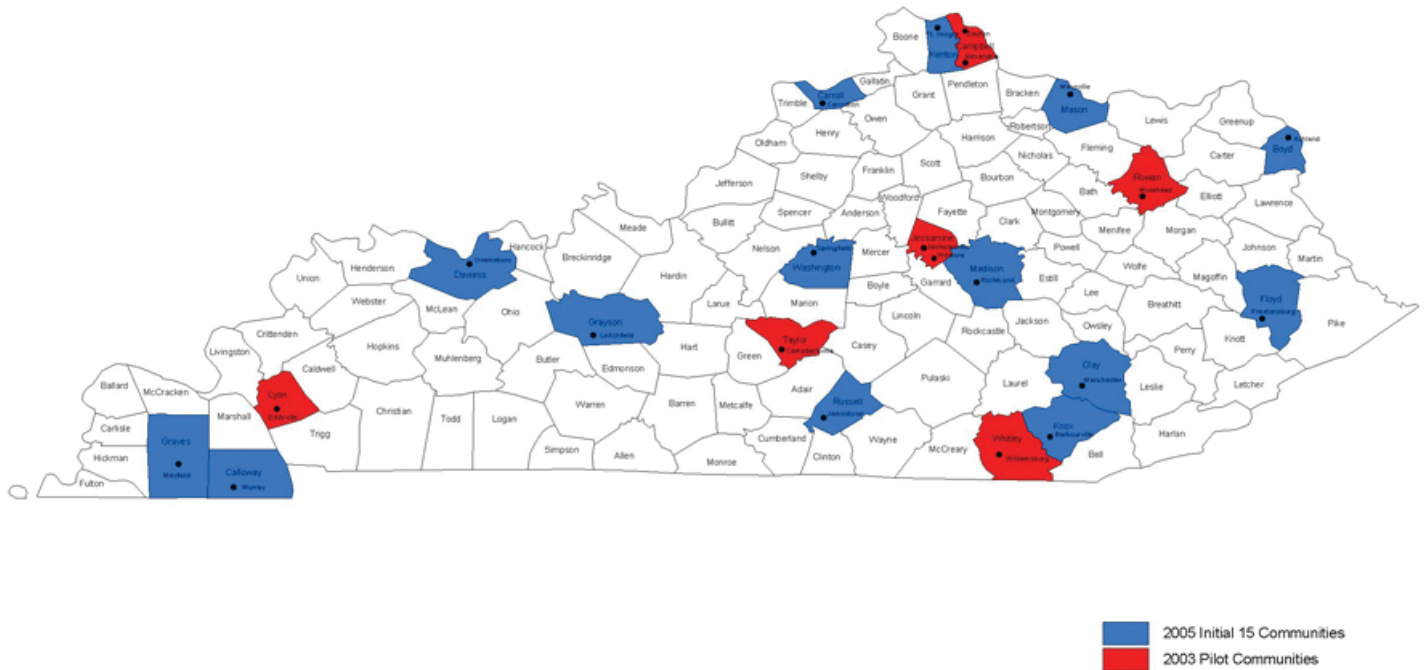
Governor Ernie Fletcher announces details of the Kentucky Community Preparedness Program at a press conference rolling out the program in the Capitol Rotunda.

implement the program in 60 small- and medium-sized communities throughout the state during the next 12-month period. The first round of assessments is scheduled to begin in mid-February.

"This program will help us ensure our communities are prepared not only to respond in the event of an emergency, but will also act as a deterrent to mitigate any threat against Kentucky," said Keith Hall, Kentucky's Director of Homeland Security.

Assessment teams will be trained in a methodology based on the Sandia National Laboratories' Risk Assessment Methodology for Communities (RAM-C), but that has been modified to meet the specific needs of Kentucky's small- and medium-sized communities. Working closely with local law enforcement and community leaders, the teams will conduct vulnerability assessments to identify a community's weaknesses using a detailed and systematic analysis of facilities, structures and security poli-

Kentucky Community Preparedness Program Participating Communities as of January 2005



The 15 communities that will go through the first assessments are:

- Ashland (Boyd County)
- Barbourville (Knox County)
- Carrollton (Carroll County)
- Dayton (Campbell County)
- Ft. Wright (Kenton County)
- Jamestown (Russell County)
- Leitchfield (Grayson County)
- Manchester (Clay County)
- Mayfield (Graves County)
- Maysville (Mason County)
- Murray (Calloway County)
- Owensboro (Daviess County)
- Prestonsburg (Floyd County)
- Richmond (Madison County)
- Springfield (Washington County)

cies and their relationship to each other.

By looking at a community as a whole instead of just looking at individual components, local officials will be able to allocate resources and funds to the areas where they are most needed.

“Law enforcement leaders in this state wanted a mechanism to make their communities safer from all threats, and that is exactly what this program provides,” said DOCJT Commissioner John W. Bizzack. “It finds out where a community’s vulnerabilities are and it offers a method, and in some instances funding, to make them stronger. A single criminal could create a catastrophic event for a community if he attacks the right target. We have put together an experienced and knowledgeable team whose goal is to make sure that never happens.”

Cities that complete the assessment will be certified as a Prepared Kentucky Community. Assessment teams will revisit each community to evaluate the progress they are making on the recommendations.

The grant also includes \$600,000 in funds earmarked to reimburse “Certified Ready and Prepared Kentucky Communities,” up to \$10,000 per community, for some of the recommended improvements that are made.

The KCPP was developed in partnership with the Kentucky League of Cities, the Kentucky Association of Counties, the Kentucky Law Enforcement Council, the Kentucky Association of Chiefs of Police, the Kentucky Sheriffs’ Association and the Pollution Prevention Center at the University of Louisville.

Three Law Enforcement Veterans Chosen to Lead KCPP Assessment Teams

DOCJT Staff Report

The Department of Criminal Justice Training has hired three law enforcement veterans to lead the Kentucky Community Preparedness Program's assessment teams.

Don Alwes, Tom Lindquist and Drexel Neal will lead the seven-member teams as they identify and correct security vulnerabilities in communities across Kentucky.



Don Alwes

Alwes has 22 years of law enforcement experience and has served as an adjunct instructor in the Firearms and Tactical sections of DOCJT's Basic Training Academy for 14 years. He began his law enforcement career with the Pennsylvania University Police. He has also worked for the University of Kentucky Police and the Wilmore

Police Department. As the law enforcement specialist with the Justice and Safety Center of Eastern Kentucky University, he performed research, evaluation and training in many law enforcement-related areas. Many of his projects involved anti-terrorism, school safety, firearms and tactics. Alwes has been invited to make presentations for the International Association of Law Enforcement Firearms Instructors, the National Tactical Officers Association, the International Association of College Law Enforcement Administrators and Trexpo. He has served as a subject matter expert in the areas of firearms and school violent critical incidents for the National Institute of Justice. He has performed vulnerability assessments with the Kentucky Office of Security

Coordination, the United States Secret service and the Department of Criminal Justice Training.

Alwes received his bachelor's degree from Pennsylvania University with majors in physics, mathematics and pre-engineering studies and a minor in political science. He studied physics at the University of Kentucky Graduate School and science, technology, and public policy at the George Washington University Graduate School.



Tom Lindquist

Lindquist has 34 years of law enforcement experience, the last 27 of which he spent as the director of Public Safety and chief of police at Eastern Kentucky University. Throughout his long and distinguished career, Lindquist has been significantly involved in security assessments, infrastructure protection programs and anti-terrorism initiatives. He

has had more than 2,000 hours of specialized training in law enforcement and safety-related fields. In the last several years he received additional training in weapons of mass destruction, anti-terrorism and vulnerability assessment methodology, and he has served on the Anti-terrorism Task Force for the Eastern District of Kentucky. Lindquist started his law enforcement career in 1970 as a police officer at the Metropolitan Police Department in Washington, D. C. In 1972 he was named the director of the Department of Safety and Security at the University of Wisconsin-Superior. In 1977, he came to Eastern Kentucky University as the director of Public Safety,

a position he held until retiring in July 2004.

Lindquist has a bachelor's degree in political science from the University of Wisconsin-Superior and his master's degree in criminal justice from Eastern Kentucky University. He also earned the Law Enforcement Executive and Law Enforcement Chief Executive certificates from the Kentucky Law Enforcement Council's Career Development Program.



Drexel Neal

Neal retired from the Lexington Police Department in 1998 as assistant chief in charge of the Bureau of Internal Affairs. He joined the Lexington City Police Department in 1969. He served in both the Patrol and Detective Bureaus until the merger of the city and county police depart-

ments in 1972. He spent most of his career in investigations, staff inspections and internal affairs. After retiring, Neal was appointed director of Adult Probation with the Lexington-Fayette Urban County Government until January 2004, when he was appointed interim director of Lexington's Division of Community Corrections. He retired from that position in August 2004. While at the Divisions of Corrections, Neal was in charge of Adult Probation, Community Alternative Programs and Internal Affairs. He served in the United States Marine Corps from 1966 through 1968 and was stationed at Camp Pendleton, California and Camp LeJeune, North Carolina, where he served in various motor transportation units.

Neal has a bachelor's degree in law enforcement and a master's degree in Criminal Justice Administration from Eastern Kentucky University.

WANTED: QUALIFIED INDIVIDUALS

The Department of Criminal Justice Training is seeking qualified individuals interested in joining the Kentucky Community Preparedness Program as an assessor. Assessors possess extensive and varied backgrounds in law enforcement, fire service, military service and other disciplines to provide comprehensive methods of improvement.



For more information contact Program Director Don Pendleton at (859) 622-3701

The DOCJT, a nationally recognized leader in law enforcement training, has taken on an innovative new leadership role in the homeland security effort with the KCPP. This unique program focuses on prevention of hostile acts and crime in small- and medium-sized communities through a system of risk assessments and recommendations for improved security.

DOCJT developed the KCPP in 2003 to mobilize local law enforcement and community officials in a formalized process of identifying and improving security vulnerabilities.

"My administration is looking at homeland security in a whole new way, and programs like this will help us ensure we provide safer communities for every Kentuckian. As far as we can determine, the Kentucky Community Preparedness Program is the first of its kind in the nation because of its focus on small- and medium-sized communities. The program prioritizes prevention, rather than just response, and provides an ongoing capability for communities to identify and correct local vulnerabilities to crime or hostile acts."

-Governor Ernie Fletcher

Interview by Jacinta Feldman Manning

Hall Appointed as Executive Director of Homeland Security



Keith Hall

Governor Ernie Fletcher appointed Keith A. Hall as the executive director of the Kentucky Office of Homeland Security. Prior to his appointment, Hall served as Governor Fletcher's deputy chief of staff and assistant for Boards and Commissions.

A native of May's Lick in Mason County, Hall is a graduate of Centre College in Danville where he was the youngest student body president in the institution's 185-year history. He worked his way through night law school at the Brandeis School of Law at the University of Louisville as

a congressional aide to U.S. Congresswoman Anne Northup and law clerk to now Lt. Governor Steve Pence. After practicing law in Louisville, Hall moved to New York to work in the corporate headquarters of Kentucky's largest cable television company, Insight Communications, as their vice president for Government and Regulatory Affairs.

Hall returned home to Kentucky in 2003 and served as the deputy chair of Gubernatorial Transition for Governor Fletcher before taking his current post. Hall lives in Simpsonville. He is the recipient of the 2004 Distinguished Alumnus Award for Mason County High School. He is a member of the Board of Directors for the Thomas D. Clark Foundation of the University of Kentucky Press.

How has your career in the public sector and as Governor Fletcher's deputy chief of staff prepared you for your new role as Kentucky's director of Homeland Security?

President George Bush has said many times since September 11 that the terrorists only have to be right one time, and we have to be right every time. If we're going to prevent terrorist attacks in this country, the most important thing that we can do, and I think it's the most important thing that the Kentucky Office of Homeland Security can do, is to collaborate across agency boundaries to ensure that we're all working together and that Kentucky is ready and prepared. When you think about it, that is really the job of the Governor's office. Whether you're the deputy chief of staff or you're the director of homeland security,

your job is to coordinate across agency boundaries, take down all of the normal walls that might be built up and make sure that people are sharing information, sharing strategies and working together. When I handled the governor's appointments to boards and commissions that was certainly something that was very necessary and extremely important. It's important in this position also. If we screw up one time because we haven't communicated right or we haven't collaborated properly, imagine the catastrophe that could happen. So I think those are the skills that are needed in this job.

What do you want to accomplish in your new position?

The other day, I was going through Target and saw these stickers that said, "This vehicle is protected by an anti-theft device." Well, what I want to do is put a big sticker all across Kentucky where people have confidence that Kentucky is ready and prepared for a hostile attack. I also want to make sure that there is the type of security system ready and prepared for Kentuckians to backup that sticker. I want to put a sticker on everything to give Kentuckians the confidence that their government, whether it's the state government, the federal government or their different local governments, is preparing their communities, their infrastructure and the people in general to ensure that we can do everything we can to prevent a hostile event from occurring.

What are issues you think Kentucky needs to focus on to protect itself against an attack?

I think we have to become prevention focused. What that means is we have to focus our efforts, much like the Department of Criminal Justice Training is doing with the Kentucky Community Preparedness Program, about how we stop, delay and disrupt any kind of event from occurring in the first place. Being prepared to respond and to recover from any kind of a hostile event is not going to be a deterrent for folks that want to hurt us. What we have to do is stop it from occurring in the first place, and that's going to be a lot of our focus. We're going to work very hard on getting an intelligence and information fusion center up and running within this year. The infrastructure is there to accomplish it in our office. We're very honored to be the guests of Secretary Clay Bailey and the Transportation Cabinet, and he's basically said, look that area is yours. What I want to do is accomplish objective 1.1 in the national strategic plan from Homeland Security by establishing this fusion center. A fusion

center is a place where information from Kentucky State Police, FBI, public health, and other agencies all feeds into one place, and hopefully through efforts of DOCJT and others, we'll have trained folks there ready to analyze that raw data and be able to advise different law enforcement agencies about trends that might be happening and hopefully use that information to prevent some hostile attack from occurring.

What is your strategy for bringing Homeland Security resources from Washington back to Kentucky?

We are very fortunate to have Hal Rogers, who is the chairman of the Appropriations Subcommittee on Homeland Security. We're fortunate to have Anne Northup on the Appropriations Committee from the state's largest urban area. We're fortunate to have Mitch McConnell as the number two ranking Republican in the senate. Because we have those federal leaders, combined with what Secretary Ridge has already said is the model homeland security office, there are an awful lot of folks, both private and public, who want to use Kentucky as a pilot program to test their particular project. So, the resources exist already. What I think we need to do in our office of Homeland Security is say what our priorities are and then basically go after these opportunities. It's not enough just to take the money that's sent down to every state and then pass it out. What we need to do is be on offense, and say, look, we know that Kentucky has more waterways, for example, than any other state in the continental United States. Is there a way that we can all work together across agencies to say how can we make sure that those waterways are protected? Not just in terms of the actual, physical water, but also in terms of the barge traffic that goes up and down the different rivers and the unique issues that that presents. We also know that we have UPS in Louisville, and the unique issues that that presents, and there are 100 other issues like that. What we need to do is be on offense to address those specific potential vulnerabilities as opposed to just taking the money and disturbing it. We have to be more than just a middleman for federal money. We also need to be on offense trying to get those resources and showing that they deliver results.

Homeland Security Secretary Tom Ridge has called Kentucky's office of Homeland Security a "model for the rest of the country." How do you plan to build upon the office's success?

Erwin Roberts did an excellent job working with people like Commissioner John Bizzack, General Bailey, Lt. Governor Pence and others to really plan the work that needed to be done in Kentucky and recruit the right people to do that work. Now it's time to work the plan. So, that's what I see as my role and that's where we're going to shift our focus. I think the reason Secretary Ridge said that Kentucky is the model is because we do have a statewide strategy, and now we have to make sure that all of the efforts of every agency are working together to ensure that we implement that statewide strategy to ensure Kentucky is

ready and prepared.

What do you think is law enforcement's role in the fight against terrorism?

The way this question is phrased is interesting because it is the fight against terrorism as opposed to the response to a terrorist act, and law enforcement officials are on the front lines everyday in this fight. They are the most likely gatherers and receivers of information, and we have to provide them an outlet to share that information so that it can be properly analyzed and then used to prevent a terrorist attack. We've been too focused on responding to an event and preparing for a response to an event. Being prepared to respond is important because you can minimize damage to lives and property, but at the end of the day what we want to do is keep those responders from ever being activated in the first place. That is the job of law enforcement. We're going to be very focused on communicating that we are focused on prevention because if people believe that we are focused on it and we communicate that, terrorists are much less likely to choose Kentucky as a place to launch an attack.

What is your opinion of the KCPP?

I think it has the potential to be the flagship program of our office and potentially a national model that could be rolled out across the country. That's what I hope that it becomes, and I have no doubt that it can. The great thing about that program is, at least in my judgment, that it is going to raise the awareness of vulnerabilities and importance of homeland security, not just to the most likely suspects, that's law enforcement, fire and EMS, but it's going to get right down into water treatment plant boards, school principals, sewer managers, and communication infrastructure heads. I mean, at the end of the day, those people are as likely, if not more likely, to be the subject of a terrorist attack. The great thing about this program is that it's basically going to give a preparedness playbook to every community that is going to include all those different segments of the community, raise the awareness and give the opportunity for that community to address vulnerabilities and basically build its own independent strategy on how to fix problems. I'm very excited about it.

In the past there has been a lot of emphasis on responding to attacks. What can Kentucky do to work on prevention?

The focus has to be prevention from the top. Those are my orders from the lieutenant governor, and he's right. I'm very fortunate to report to him and for him to be such a willing partner in this effort because he has so much experience as former U.S. attorney in communicating and collaborating across different law enforcement agencies. What I want to do is spend our resources on prevention. For example, when we talk about communicating, 65 percent of the federal dollars allocated from our office in 2004 were used for prevention just from the standpoint

See Hall, page 38

Hall: Communication a Key to KOHS's Success

Continued from page 37

of making sure that law enforcement officers can communicate with one another, which is a major problem across Kentucky. In fact, it was a major problem in 1993. When the World Trade Center was first hit, New York learned that their walky-talkies wouldn't work and that they couldn't communicate with each other. They spent eight years trying to fix that problem and they still could not collaborate and or communicate with each other on September 11, when 340 firefighters died. Did they all die just because the radios wouldn't talk to each other? No. But if we could have saved just one life, wouldn't it have been worth working to ensure that turf battles and egos didn't get in the way of what the ultimate goal was, which is the sharing of information and analyzing it in a way that's going to hopefully prevent those kind of attacks. So our office is not going to be a response office, it's going to be a prevention office. That's what the Department

of Homeland Security is supposed to do. We're very focused on prevention. I don't want to minimize the importance of being prepared to respond appropriately. That is important, but that's not our chief function.

Are there any other issues you would like to address in your new position?

I think the most critical thing I can do is facilitate the communication of all the good work that is going on already. The best example I can give with that is this community preparedness program at the Department of Criminal Justice Training. It will be great to give every community a playbook, it will be great to assess their vulnerabilities, all of that is important, but we can triple the mileage that we're going to get for those communities if we can communicate it properly. That's what I'm going to be very focused on. That's why I recruited Jason Keller, the governor's former deputy press secretary, to be our chief public affairs officer. It shows the level of commitment that this office is going to make to communicating, not just to law enforcement or first responders in general, but to the general public, what Kentucky is doing to ensure that we are ready and prepared.

Cline Appointed Deputy Executive Director of Homeland Security

Justice and Public Safety Cabinet submitted



Andrew Cline

Andrew Cline was appointed as the Commonwealth's new deputy executive director of the Kentucky Office of Homeland Security. Cline previously served as the strategic national stockpile coordinator for Kentucky's Department for Public Health.

"Andrew is a fantastic individual who is uniquely qualified to serve in this important position," said Keith Hall, executive director of the Kentucky Office of Homeland Security. "Andrew's extensive background and expertise in the fields of response and recovery will enable our office to better serve the Commonwealth and fulfill Governor Fletcher's charge to ensure Kentucky is ready and prepared."

Cline is a graduate of the University of Kentucky with his bachelor's degree in Kinesiology and Health Promotion and master's degree in Public Health. His master's work focused on 20 hours of weapons of mass destruction specialty, with a capstone of assessing new technology for increasing monitoring capabilities for WMD agents. Cline is a member of numerous boards and committees including the Bioterrorism Advisory

Committee, Commonwealth of Kentucky Anti-Terrorism Advisory Council, Strategic National Stockpile Advisory Group and the UK College of Public Health Alumni Association Steering Committee.

"The Department for Public Health was fortunate to be able to recruit Andrew Cline to join our department last year as the strategic national stockpile coordinator," said William Hacker, M.D., Kentucky's commissioner for the Department for Public Health. "He combined a master's in Public Health with experience working with the Madison County Health Department, the Madison County Emergency Management agency and with the Chemical Stockpile Emergency Preparedness Program. He was well prepared to move into a state-level position and was an invaluable member of our team. Andrew will be greatly missed, but we view his decision to accept a position with the Office of Homeland Security as an opportunity to strengthen the relationship between our two departments, and we are confident the Commonwealth will be well served by his appointment."

Cline's appointment became effective December 16, 2004.

Acquisto Named ABC Enforcement Director

Justice and Public Safety Cabinet submitted



Jim Acquisto

A 21-year law enforcement veteran has been selected as director of the Kentucky Office of Alcoholic Beverage Control's Enforcement Division.

Governor Ernie Fletcher appointed Jim Acquisto to the position in January when acting director, Jack Blair, had filled the position since Ed Mercer retired in September 2003.

Acquisto moved from the Office of Drug Control Policy, where he was manager of the Kentucky Agency for Substance Abuse Policy Branch since June.

As ABC's enforcement director, Acquisto will super-

vises the agency's approximately 35 sworn investigators across the state.

ABC investigators have full law enforcement authority and are specifically tasked with enforcing alcoholic beverage and tobacco laws, as well as assisting other law enforcement agencies in Kentucky.

Prior to joining the Agency for Substance Abuse Policy, Acquisto spent 15 years in narcotics investigation at the Daviess County Sheriff's Office.

He presents and teaches substance abuse classes as a certified law enforcement instructor for the Department of Criminal Justice Training and around the country for organizations such as the National Sheriffs' Association and the National College of District Attorneys.

Acquisto has an associate's degree in law enforcement technology from Owensboro Community College.

Does your agency have a unique community involvement story or an interesting project or program to highlight?

WE'VE BEEN LOOKING FOR YOU



The Kentucky Law Enforcement News staff is looking for law enforcement agencies that perform unique community activities to feature in this magazine.

Please contact the staff at KLENN@ky.gov or (859) 622-2963

Stalking Victimization: The Justice System Response to the Crime

*Carol E. Jordan, Director
Center for Research on Violence Against Women
University of Kentucky*

In 1989, Rebecca Shaeffer was at the beginning of a very promising career as a television actress. Her young promise and her life were ended July 18 of that year by a man from Tucson, Arizona who stalked and ultimately murdered her. The murder of Rebecca Shaeffer raised the nation's understanding about the danger stalkers can pose to victims and highlighted how inadequate the existing legal remedies were to punish or prevent this crime. In 1990, California responded to the murder of Rebecca Shaeffer and four battered women whose cases came to light at that same time by passing the nation's first stalking law. In 1992 Kentucky followed suit, and by 1998 every state in the nation had passed anti-stalking legislation.

The passage of anti-stalking legislation created a crime that was fairly unique, as historically criminal codes are designed to act after a victim has actually been injured or when the defendant has gone so far in attempting to commit a crime that the intent to injure is quite clear (Jordan, Quinn, Jordan & Daileader, 2000). This extension of traditional law to address stalking was purposeful by the statute's drafters. As noted by one court, anti-stalking legislation "serve[s] significant and substantial state interests by providing law enforcement officials with a means of intervention in potentially dangerous situations before actual violence occurs, and it enables citizens to protect themselves from recurring intimidation, fear-provoking conduct and physical violence" (*Wisconsin v. Ruesch*, 1997). Stalking is also a unique crime in that the law does not prescribe a specific act per se (e.g. as robbery involves an act of theft or rape involves an act of intercourse). Stalking is defined as engaging in "an intentional course of conduct," that is "directed at a specific person or persons." The "course of conduct" must consist of a "pattern" of behavior, essentially being "two or more acts, evidencing a continuity of purpose."

National research surveys with men and women find that the majority of stalking victims are women (78 percent) and the majority of stalkers are men (87 percent) (Tjaden & Thoennes, 1998). Among women, studies find that over 23 percent have had the experience of stalking victimization at some point during their lifetime (Spitzberg, 2002). While the case that focused the nation's attention on the crime involved a stalker unknown to his victim, studies find that most often stalkers are known to

the people they stalk. In the National Violence Against Women Survey, for example, over three-fourths of women who had been stalked reported that they knew the stalker, with 62 percent of those cases involving an intimate or former intimate partner of the victim (Tjaden & Thoennes, 1998). Not only are intimate partners often the perpetrators of stalking victimization among women, these cases may also mean more danger to her, as the group of stalkers most likely to be violent are those who have had a prior sexually-intimate relationship with the victim (Zona et al., 1993; Tjaden & Thoennes, 1998). Similarly, not all stalkers threaten their victims, but stalkers who are intimate partners of the victim are those who are most likely to carry out verbal threats (Palarea et al., 1999). In a recent study of domestic violence-related homicides, researchers found that 76 percent of women killed by their partner were stalked by him in the year preceding their deaths, and in fact 54 percent of the homicide victims had reported that stalking to a law enforcement agency (McFarlane et al., 1999). What these data collectively reflect is the growing evidence of a close association between intimate partner violence and stalking victimization and the degree to which this association may portend additional danger to victims.

While no singular profile of stalkers exists, studies find that they are likely to have prior criminal, psychiatric and drug abuse histories. Specifically, between 39 percent and 66 percent of stalkers have prior criminal histories (Harmon et al., 1995; Meloy, 1998). Recently a study was conducted of men prosecuted for stalking in Kentucky (Jordan, Logan, Walker & Nigoff, 2003). That study found that 19 percent of stalkers had previously been incarcerated. Within the criminal histories among stalkers in the study, felony stalkers had a high rate of prior alcohol/drug abuse offenses, resisting arrest and property crimes. Misdemeanor stalkers in the study had high rates of alcohol/drug abuse-related convictions. Also, importantly for law enforcement, it was a very common pattern among stalkers in the Kentucky study to have repeat arrests and convictions within the same year (Jordan et al., 2003).

Approximately half of all stalking victims report their victimization to law enforcement (Tjaden & Thoennes, 2000). Particularly among victims of intimate partner violence, this is

a relatively high rate of reportage. In the National Violence Against Women Survey, for example, 17.2 percent of the women raped and 26.7 percent physically assaulted said their most recent attack was reported to the police (Tjaden & Thoennes, 1998). While the literature on rape and domestic violence gives significant detail regarding the factors that influence whether a victim will report the crime against her, there are insufficient studies presently available to explain why rates of police reporting among stalking victims is higher (Jordan, 2004).

The National Violence Against Women Survey found that approximately 24 percent of stalking cases with female victims were prosecuted, with those cases resulting in conviction just over half the time (Tjaden & Thoennes, 1998). Convictions were often for crimes other than stalking, however, as many were charged with harassment, menacing, threatening, vandalism, trespass, breaking and entering, robbery, disorderly conduct, intimidation and assault (Tjaden & Thoennes, 1998). Other studies using police reports find similar findings. For example, a case file review of domestic violence crime reports in one police jurisdiction found that 16.5 percent of all crime reports included a narrative describing stalking, but only one case resulted in a stalking charge (Tjaden & Thoennes, 2000). In the study involving stalking cases prosecuted in Kentucky mentioned above, Jordan et al. (2003) found that dismissal was the most common disposition of stalking criminal cases (49.2 percent of initial felony charges, 54 percent of amended felony charges, 61.2 percent of initial misdemeanor charges and 62.2 percent of amended misdemeanors), with amendment to a lesser offense being the second most common disposition. Together these studies reinforce the findings of the earlier study of crimi-



nal justice practitioners by the Office of Justice Programs that found that stalkers continue to be charged and sentenced under harassment, intimidation or other related laws instead of stalking (VAWGO, 1998).

Law enforcement officers play a key role in addressing the crime of stalking, first by recognizing this pattern of behavior as it occurs in domestic violence cases and by taking steps to protect victims from the danger that stalkers can pose.

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Statewide LEN News

In the Spotlight with Chief Danny Carpenter

The following interviews were conducted by Edliniae Sweat.



Danny Carpenter graduated from Fleming County High School in 1970 and attended Eastern Kentucky University. He joined the Flemingsburg Police Department in 1976 and rejoined the department in 1983. He spent the first 10 years as a patrolman and the last 15 years as chief. He has served on the advisory board of the Kentucky Police Corps and other various boards. Chief Carpenter is an active member of the Kentucky Association of Chiefs of Police and has served as the regional chair for the past 10 years. He is active in his community and church. He and his wife Karen have two daughters.

What aspects of your life helped shape your career in law enforcement?

I grew up on a farm, but my interest in law enforcement started when I was a young kid about 12-years old. My grandpa was a deputy sheriff here in Fleming County. He would take me to the sheriff's office on Saturdays to hang out with him. His "police car" was a 1957 Chevy station wagon. It didn't have any blue lights or siren on it because the agency couldn't afford them. He would just blow the horn and flash the headlights off and on if he had to pull somebody over. He had an old .38 caliber pistol I got to shoot a few times. He didn't have any handcuffs for a long time so he carried hay baler twine with him that was about two feet long. He would tie me up and I couldn't get out of it. He would use his pocket knife to cut the string. My grandpa lived on a 400-acre farm. There were a lot of milk cows, hay fields and tobacco patches and there were also a lot of gates to open and close. He started letting me drive that old 1957 Chevy when I was almost 13, but I had to open and close all the gates when we went back to the fields. Ever since I drove that old car and spent time with him when I was a kid, I always knew I wanted to be a police officer. His son and another grandson went on to be a Kentucky State Police trooper and a city police officer. I guess it's kind of a family thing. My grandpa has passed on, but the memories remain. We were all pretty close.

What do you consider as major accomplishments since being named chief in 1990?

Our home fleet program, hazardous duty retirement and providing duty weapons are major accomplishments. We are a small department with six officers, seven including me. Before, we had only two police cars to share among us. It didn't take long to put a bunch of miles on them, especially if one of them broke down. There were several times when I had to use my pick up to patrol and answer calls. We were spending a lot of money on maintenance and morale was low. After much discussion, the mayor and council agreed to try the home fleet program on a one-year trial basis to see if it would be cost effective and beneficial to the city. We purchased five used cars to go with the two we had and issued one to each officer. The initial cost of buying the cars was our biggest hurdle. The officers took pride in having their own car. They were in a position to be called out any time day or night and had the equipment with them they needed. They were more visible to the public. It really helped our morale. At the end of the one-year trial basis, we had saved nearly \$4,000 in maintenance costs alone. It was cheaper to operate seven cars than the two cars shared by everybody. Right now we buy one new car every year and try to stay in rotation. The home fleet pro-

gram is the backbone of the department.

In 1996 we were able to go to hazardous duty retirement. Some bigger departments and officers might think that's an automatic benefit, but to smaller departments it's not.

We are all uniform now with our duty weapons. We all carry the same thing and train in the same manner.

You are actively involved in KACP. Is your agency accredited and how has accreditation helped?

Our agency is not currently accredited, but hopefully will be in the future. I think it is the best program in the chiefs' association and it should be the goal of every chief to try and obtain accreditation. The accreditation program has a great manager and staff who work hard. Your policies and procedures will be to KACP standards and guidelines and in compliance. I think there are 50 to 60 of the state's 450 police departments that have completed this program and received this award.

The KACP is a great organization involved in many programs and projects. It has members from all over the state, with some serving as executive officers, board members, committee chairs and staff who take their positions seriously and professionally. The KACP also monitors the Kentucky General Assembly for law enforcement issues in Frankfort. KACP also works with the Special Olympics, the police memorial foundation and Concerns of Police Survivors to name a few. The KACP annual training conference provides an opportunity to network with your peers, browse the largest law enforcement vendor show in Kentucky and receive quality training.

How has law enforcement changed during your career?

Several things have changed. To touch on just a few, I would say computers, radio communications, traffic and young people's attitudes would be at the top. New computers and a good radio system can sure make a big difference in how you operate your department.

With all the traffic on the roadway today, sometimes I wonder if anybody works anymore. Even in our small town of 3,300, if we didn't have a by-pass for folks to divert from the downtown area, we would be directing traffic all day.

We work pretty close with the school system. All officers visit the schools on a regular basis to try and foster a healthy relationship between the children and the police. Most kids are good and they will listen to you when you try to talk to them. However, there is a bigger majority now than there used to be that won't listen to anything. We get truancy and out of control calls. Our juvenile crime rate has more than tripled this past year and may not get any better.

What new projects has your department started?

We decided that we needed new ways to streamline our workload especially while officers are away from the station in their cruisers. We heard about technology where police cruisers were outfitted with mobile Internet capabilities. We opened a dialogue with Fleming-Mason Service Corporation, one of Flemingsburg's local ISP's, to determine if we could do something similar. Fleming-Mason Service liked the idea and donated the equipment to us. We are now installing the equipment in two cruisers and hope that we will be able to file reports, access dispatch by e-mail or through a virtual private network connection and even access the LINK/NCIC database in the future. We install a laptop and they install the mobile Internet unit. Having a great technology partner like Fleming-Mason Energy has helped us immensely and we are thankful that they have the mindset of really trying to help the community.

In the Spotlight with Sheriff William Gloyd



William "Billy" Earl Gloyd began his law enforcement career in 1976, as a military police officer, in the U. S. Army, Berlin, Germany. After leaving the Army in 1979, he joined the Hopkinsville Police Department. Gloyd served in the U. S. Air Force Reserve from 1986 through 1992 and served actively in Operation Desert Storm in 1991.

Sheriff Gloyd came to the Christian County Sheriff's Office in 1990 as a chief deputy and was elected sheriff in 1999.

Sheriff Gloyd has received numerous awards including Jaycees Officer of the Year, 1997; Kentucky Local Officer of the Year and Deputy Sheriff of the Year, 1993; Kentucky Fraternal Order of Police, Officer of the Year, 1993; Hopkinsville Optimist Club Officer of the Year, 1989. He has also received his Masters Level Certification through the County Officials Leadership Institute. He has two daughters, Kayce and Tara and is a member of Sinking Fork Christian Church.

What do you consider major accomplishments as sheriff in your region?

The accomplishments that I consider major in my terms as sheriff of Christian County are numerous. Perhaps the thing I am most proud of is the new technology that we have been able to bring to our department through grants that we have received through federal and state entities. All records in the department have been computerized as well as all tax records and all civil and criminal processes that we handle. Every deputy inside the department has received training and has access to computers and records. All patrol personnel have access to E-crash and E-crime and enter reports in an electronic format. Also, we have been able to provide each officer with a new take-home cruiser, and each patrol car has the latest technology as far as in-car video and speed detection devices. For the first time since 1962, the Christian County Sheriff's Office was able to move into a newly renovated 6,500 square-foot facility from our previous 2,400 square-foot facility, which has given the department much-needed breathing room. We now have conference and meeting facilities, deputy offices, evidence storage, holding cells, video-equipped interview rooms and an exercise weight room.

What advice would you give to law enforcement executives on increasing teamwork in their agency?

The best advice that I can give from a standpoint as sheriff, is that everyone in our agency is a stakeholder. Everyone is accountable. I have found that the best way to build cohesiveness in our agency is that everyone feels that they are part of a team environment. We all work together for the betterment of our community and our agency. I listen to all suggestions from the first-year rookie to the 20-year veteran. I believe all opinions are valuable. I think promoting teamwork within our agency has helped us work with outside agencies on a local, state and federal level.

Your department has participated in the Career Development Program.

"I have found that the best way to build cohesiveness in our agency is that everyone feels that they are part of a team environment."

Sheriff William Gloyd

How has this program helped your officers?

The program developed by the Kentucky Law Enforcement Council has been an excellent guide for our deputies to follow as they progress on their career related paths. It has given them clear and concise choices for the tracks they wish to pursue. It has also helped by providing classes that provide a well-rounded understanding of different career tracks. I must say that I salute KLEC for being a team player with local sheriffs' offices because now these agencies across the state are recognized as trained law enforcement agencies.

What are the mandatory duties of a sheriff?

Well, in Christian County, it represents everything from investigating bubble gum theft to murder. It also includes serving and waiting on courts, civil and criminal process service, property tax collection, prisoner transports, courthouse security and out-of-state prisoner extraditions. I also serve on the county board of elections, patrol public roads and provide general law enforcement services to the county.

Why is recruiting extremely important to you, and how have you been successful in recruiting in your agency?

Recruiting is very important to our agency because we want to bring prospective employees, who will be quality law enforcement officers, to our agency. The best recruiting tool that the Christian County Sheriff's Office has is our reputation. And that is built on a foundation of good employees who, when they come to work for this agency, want to stay here for their law enforcement careers. One of the best tools that we have been able to use to select quality employees is the Pease Officers Professional Standards program, which initially tests prospective employees for law enforcement jobs. Also, in my last seven years as sheriff, I have had the privilege of serving with four employees who have each completed 27 years of employment with this agency before retiring from law enforcement service.

Are there any new programs or initiatives that your department has started that you would like to share?

Our agency has been very involved in community activities as well as with the local board of education. We are able to provide two school resource officers to patrol our local schools. We have also been able to provide training to local senior groups, church groups and various other organizations throughout Christian County.

What do you see as major issues facing law enforcement?

The major issues that I see facing law enforcement currently and in the future are topics of concern nationwide to the legal community. They are issues on domestic terrorism, bio-terrorism, Internet fraud and computer-related identity theft, the war on illegal drugs that continue to plague our communities and the liability issues that face our law enforcement community.

Statewide LEN News

In the Spotlight with Chief Jeffrey Peek



Jeffrey Peek began his career in law enforcement with the Danville Police Department in 1983 and was appointed chief in August 2002. Peek, who is from Pulaski County, attended Western Kentucky University before transferring to Eastern Kentucky University, where he graduated with a degree in police administration. He is a graduate of the FBI National Academy and has been certified as a Kentucky Law Enforcement Council police instructor since 1993.

How have you seen law enforcement change during your career especially since becoming chief in August 2002?

When I tell my young officers about how things have changed and how good they have it, I must sound like my dad talking about walking to school in the snow uphill both ways with no shoes. I get the same look that I must have given him. But seriously, law enforcement has changed dramatically since I began policing 22 years ago.

In 1983, training focused mainly on firearms, driving and defensive tactics. Intoxilyzers with ampoules were high tech and black and whites referred both to our cruisers and crime scene photos. DNA stood for does not apply and officers on foot patrol used a call box to call the station.

Revolvers were the weapon of choice and every agency had an old Thompson in the armory. They were all in the armory because someone “let it get away from him” and shot holes in the ceiling and the chief ordered them locked up.

Body armor was unheard of, a hand-held radar was one that came undone and fell off the dash, and a tactical light was a Mag light duct taped to the slide on your shotgun.

Law enforcement was in the middle of the professional era when I started. We were primarily reactive in nature with little thought to cause or prevention. I think I made about \$10,000 that first year.

Technology has grown exponentially. With the advent of computers, the Internet, cell phones, new evidence collection and processing capabilities, plus advances in weapons and ballistic vests, officers are not only more efficient and more productive, they’re safer than ever before.

Training has evolved beyond the physical aspects of policing. Whether it’s a firearms simulator or a management program, greater emphasis is being placed on intellectual preparedness.

In the two short years since I became chief, I’ve already seen on-line reporting become the norm, vehicles being with computers capable of running license checks, collisions recorded by global positioning and weapons that incapacitate by firing electrodes into a suspect.

Of all the changes I’ve witnessed, perhaps the most significant has been the way law enforcement responds to the community.

“With the advent of computers, the Internet, cell phones, new evidence collection and processing capabilities, plus advances in weapons and ballistic vests, officers are not only more efficient and more productive, they’re safer than ever before.”

Chief Jeffrey Peek

Twenty years ago, we policed with little or no input from those we served. Law enforcement decided what the problems were and how to solve them. If we didn’t have the answer, it couldn’t be fixed. Today, we work in concert with our respective communities, identifying problems and developing strategies for long term solutions that may or may not involve law enforcement.

You have sent several officers through the DOCJT management programs. How has your department benefitted from these programs?

Since taking office in August of 2002, I’ve promoted 10 of our 12 commanders to their current positions. Of those, more than half had little or no supervisory experience. I was faced with a major dilemma. How do I train my commanders and get them ready to help me lead the department? In November 2002, Ken Morris, DOCJT instructor, gave me the answer – Academy of Police Supervision.

The APS and Criminal Justice Executive Development programs have given us a quality management training program that is accessible and affordable; the ability to maintain consistency and continuity in the training our commanders receive; supervisors who have a common understanding of management principles and how to apply them; supervisors who are more confident in the roles and their capabilities; uniformity in how we manage; and a more unified command staff.

By spring 2005, all my sergeants will have attended the APS and every captain will have completed CJED.

What have been your major accomplishments, as chief, at the Danville Police Department?

A few weeks ago, I presented the command staff with a list of accomplishments we had orchestrated in the last 24 months. I stopped when the list topped 50. Some were big and some were small. All were important. However, missing from that list are individual accomplishments.

As for major accomplishments in the department, increasing the number of officers from 28 to 31, creating a Drug Investigations Unit, buying two K-9s, forming a SWAT Team, purchas-

ing a tactical response trailer, putting SUVs and slick tops on patrol, upgrading weapons and issuing rifles and back-up weapons, a complete replacement of radio equipment, adding an administrative sergeant's position and completely redoing the policy and procedures manual are just some examples. Less tangible, but probably more important, accomplishments include a huge increase in morale among officers, larger pools of applicants for positions and greater community support.

All of these accomplishments were thought to be impossible three years ago and the credit goes to the command staff for making them happen. Only by their collective efforts has the department accomplished so much in such a short period of time.

If I accomplished anything in my tenure as chief it would be this: I hired and promoted only the best, I provided vision and set goals for them, I gave them the training and the tools necessary to meet those goals, and I stayed out of their way.

What is the importance of upward mobility at the work place, and how do you try to give your officers opportunities at the Danville Police Department?

I honestly think we put too much emphasis on upward mobility. Job satisfaction should be the primary goal of both the employee and the manager. Promotions and raises should be byproducts of our success in meeting that goal. Providing opportunities for officers to develop their skills and pursue their interests promotes progressive mobility and enhances job satisfaction.

The number one rule is that everyone, not just a few, gets an opportunity. No official record or rotation exists, but we make a conscious effort to spread the opportunities around.

Opportunities are abundant within the agency and delegation is the best source. Officers are enlisted to assist primary managers and instructors with such tasks as preparing reports, maintaining equipment and doing site preparations for training. Guest lectures are one of our most sought-after opportunities.

Another popular program is an internship in the Investigations Bureau. Officers with an interest in becoming a detective are assigned to Investigations up to a three-month period.

We create "managerships" where officers are given responsibility for an area often inside an established program. For example, an officer is assigned to manage radars and answers to the commander in charge of equipment. Other managers include special events/parades, Rape Aggression Defense, less than lethal weapons, and citizen's academy.

We take advantage of as much free training as possible. Opportunities come in daily via LINK, Internet and mailings. Many times the officers are the ones who bring training to our attention. This makes it really easy to match someone who has an interest to an opportunity. We also sign officers up for a

second or sometimes third in-service class.

Lastly, we allow the officers to create their own opportunities. Be it a one time event or a new program. Officers are encouraged to come up with ideas and we try to facilitate as many as possible.

What advice would you give to law enforcement executives on increasing morale in their agency?

First, stop micro managing your people. Train them to the level you expect them to perform, give them direction and then trust them. You'll be surprised what they can do and what you can accomplish if you don't have to touch everything.

Second, communicate with your people. Stop acting as though everything you do as chief is top secret or that the officers aren't smart enough to comprehend it. Informed personnel are your best allies, especially informed commanders.

Provide structure and discipline. Establish clear guidelines for acceptable behavior and performance as well as consequences for failing to adhere to them. When discipline is necessary, it should be done in a swift and consistent manner.

Involve your people in the decision-making process. Personnel issues and critical incidents aside, allow those who will be most affected to have a voice in the decision. We all like to have some control over our own destiny and there is no better way to get your employees to buy-in to what needs to be done than allowing them to find a way to do it.

Encourage personal development through training and opportunities. Advanced training, new assignments or increased responsibilities are the best way to develop young officers and to reinvigorate veteran officers. Remain open-minded and don't dismiss officers' ideas too quickly.

Give praise freely and on a regular basis. Never underestimate the value of a pat on the back from the chief or sheriff. No matter what else they may think, you are the No. 1 law enforcement officer in their agency and they do want your approval.

Reward your people. Have an employee banquet. Buy lunch for the shift. Give the next employee to receive a commendation his or her own TAC light to keep. Or, the next time you have some extra money, instead of buying one new rifle, buy everyone new golf shirts with the department logo on it.

Get personal. It's not just a business, and we're not all computers. Our personal lives have a huge bearing on our job performance. At DPD, we're family. Because we are, we understand each other better and that means we work together better.

Finally, keep a positive attitude in front of the troops. As the agency head goes, so goes the agency. A negative attitude sends the message that you are not in control and will cause the employees to worry. A positive attitude will help instill confidence in you as a leader and generate positive job performance from the employee.

KSP Commercial Driver's License Program Receives National Certification

*Les Williams, Public Information Officer
Kentucky State Police*

A national organization working to improve motor vehicle administration, police traffic services and highway safety has recognized the Kentucky State Police for its commercial drivers licensing efforts. The American Association of Motor Vehicle Administrators recently granted certification to KSP's Commercial Driver's License Program, making Kentucky one of only 12 states in the nation to have achieved this distinction.

"This is a significant accomplishment," KSP Commissioner Mark Miller said. "There are approximately 150,000 commercial driver's license holders in Kentucky. Every day, they operate a wide variety of heavy-duty vehicles on the state's roadways. It's our duty to protect the citizens of Kentucky by making sure these drivers are fully trained and qualified to operate these vehicles in a safe manner."

In 2004 there were 7,882 crashes involving commercial vehicles in Kentucky, Miller said. These crashes resulted in 2,048 injuries and 125 deaths.

To achieve AAMVA accreditation, a state must submit extensive documentation about its commercial driver's licensing program. This detailed information includes training procedures, training and testing materials used, oversight of examiners, methods of program audits, inspections and more.

After reviewing Kentucky's application, the AAMVA board classified the KSP program as "exceptional."

Several pieces of legislation enacted during the past few years greatly improved Kentucky's commercial driver's license program and helped it achieve certification, said Capt. Melvin Nicholson, com-

mander of the KSP Driver Testing Branch.

"One part of the law removed third party examiners who were hired by truck driver training schools and conducted their own testing for the school," Nicholson noted. "Also, there was a curriculum standard placed into law, which required that all truck driver training schools offer at least 160 hours of training with at least 32 hours behind the wheel."

"At that time, we also developed administrative regulations regarding who could conduct commercial driver's license tests in the state and other requirements that examiners must meet," he added.

AAMVA certification has many practical benefits, said Lt. Adam Whitlock, assistant commander of the KSP Driver Testing Branch.

"It enables us to have the confidence of knowing that we meet a standard of excellence in commercial driver's license examinations and training. It speaks for itself when Kentucky's program is audited and reviewed every three years by the Federal Motor Carrier Safety Administration," Whitlock said. "It speaks volumes to FMCSA that the state is doing all it can to insure that it operates and maintains a quality program."

During the past four years, Kentucky has received more than \$2 million in grants through FMCSA.

KSP has been responsible for commercial drivers licensing through written and skills tests since 1990. Troopers currently conduct testing at nine sites across the state including Mayfield, Owensboro, Bowling Green, Somerset, Louisville, Georgetown, Boone County, Mt. Sterling and Floyd County.

KSP Cadets Help Local Families During Holiday Season

KSP Staff Report

Thanks to the efforts of Kentucky State Police Cadet Class 83, three Frankfort-area families ended 2004 with a joyful holiday season. Braving an approaching ice storm, the cadets distributed food and gifts of clothing and toys to the families on December 22.

The cadets were able to help the families through donations from the cadets themselves and KSP academy and headquarters staff. The class' initial \$500 donation was generously matched with another \$500 by the Kentucky State Police Professional Association.

All food and gifts were purchased locally and the cadets selected, wrapped and delivered everything themselves.



KSP Cadet John Collins helps distribute gifts to three Frankfort-area families days before Christmas.

The families were located with help from the Family Resource Office of the Franklin County Schools and KSP Post 12 dispatcher Sharon Kramer.

"This was the first time a cadet class has adopted families to help out during the holiday season," said Capt. Tim Lucas, commander of the KSP Academy. "I commend them for their caring and thoughtfulness. It's an excellent way to demonstrate the public service philosophy that is a fundamental part of being a Kentucky State Trooper."

KSP Cadet Class 83 started its 22 weeks of training on October 24. The cadets are expected to graduate on March 26.

Reality of a State Police Crime Lab is a Far Cry from Television's 'CSI'

Jessie Halladay

Reprinted from *The Courier-Journal*, January 24, 2005

The Courier-Journal

They scrutinize marks on bullets, inspect carpet fibers and paint chips, test strands of hair, and analyze DNA, looking for clues that could prove a suspect's innocence or guilt.

But they rarely resolve a crime in an hour, like their popular TV counterparts such as "CSI: Crime Scene Investigation." Sometimes they find no answers.

Kentucky State Police crime laboratory analysts say that examining evidence is much more complex, time-consuming and tedious than television depicts.

"The shows are good as long as you just keep in mind that they're entertainment," said Jeremy Triplett, a drug chemist at the Frankfort lab, one of six the state police operate.

Unlike their TV counterparts, Triplett said, he and the state's other analysts never find themselves stooping over a body at a crime scene or bagging evidence in an alley.

They generally don't know the name of any suspect, or even many details of the case. Instead, the system is designed so they stay neutral, simply relying on science to determine what the evidence shows.

"We just analyze what we get in here, and sometimes it's what the detectives need to solve a crime," said Jack Reid, a forensic-science specialist.

They spend hours behind a desk. A lot of their job involves paperwork — the trail that is required to trace every step that evidence goes through so it can stand up under scrutiny in court.

About 40,000 cases from approximately 400 law-enforcement agencies will filter through the crime labs this year, said Laura Sudkamp, manager of the Frankfort lab. More than 80 percent of those cases will involve drugs or toxicology.

That keeps the analysts and support staff busy — about 130 people in all — Sudkamp said.

Reid works in the lab's trace-evidence section, where he studies glass, paint, hairs, arson debris, soil and any other substance that is not blood, drugs or firearms.

For example, Reid might examine paint transferred to a car during

a crash to see whether it matches that on a suspect's car.

Or he may check charred debris from an arson scene to see whether there are traces of flammable substances that may have fueled the blaze.

"We're here to pursue justice and find out what really happened," Reid said.

Sudkamp said analysts often laugh over the things they see on TV crime dramas.

"I'm easily entertained," Sudkamp said, explaining why she watches.

But she acknowledges that she also watches to catch mistakes.

"The instruments are all wrong," said Sudkamp, explaining that she has seen the TV scientists use drug instruments to run DNA analysis. "That's not possible."

But while the techniques "would never stand up in court," she added, "most of the science theory they are using is good."

And the shows have affected what the public thinks is possible, Sudkamp said.

"Let these TV shows say it can be done — if it fools the bad guys, go for it," she said.

But it can also make criminals more aware that they should

clean up after themselves, which Sudkamp said she thinks is happening based on anecdotal evidence from police.

The shows also foster unrealistic expectations "of what you can get DNA from," said Pat Hankla, a forensic biology supervisor. "You cannot get DNA off of absolutely everything."

Nevertheless, analysts say the shows have raised awareness of what they do.

Since the TV shows became popular, Lori Fischer, a former analyst who is now administrative manager of the Frankfort lab, has seen a change in the jurors she testifies before. Where they once drifted off or stared back with glazed over eyes, Fischer said they now sit alert and pay attention as she speaks.

"Once they've been watching television, they think you are the scientist god," Fischer said. "Now they're all excited and they think they know everything you're saying."



The KSP crime laboratory analysts from left to right (seated): Jack Reid, Jeremy Triplett, (standing): Laura Sudkamp, Lori Fischer, Pat Hankla.

KVE Moves to Justice and Public Safety Cabinet



KVE Submitted

On June 16, 2004, Kentucky Vehicle Enforcement moved from a division under the department of Vehicle Regulation in the Transportation Cabinet to become a department in the Justice and Public Safety Cabinet, under the direction of Lt. Governor Stephen B. Pence and Deputy Secretary Cleveland Gambill. Gregory G. Howard remained the head of the agency and was appointed the commissioner of the new Department of Kentucky Vehicle Enforcement. KVE is currently organized into three divisions: Field Operations, Administration and Special Operations. KVE has a total of 146 sworn and 116 civilian personnel divided between 10 regions across the state, special operations, and headquarters staff.

Commissioner Howard believes this move will benefit KVE in several ways, but mostly by having the agency report to the cabinet that has primary responsibility for law enforcement in the state. "This new alignment should better support KVE's mission through its wider influence as a department, and reporting to the officials that are attuned to the demands and challenges of law enforcement. In addition KVE remains closely associated with the Transportation Cabinet and their Department of Vehicle Regulation," Howard said.

KVE will continue in its support of the regulation of commercial vehicle traffic with its staffing of the fixed-scale facilities with clerks and certified commercial motor vehicle inspectors. KVE screened more than eight million trucks for weight violations in the federal fiscal year ending in September 2004. KVE also conducts motor carrier compliance reviews and the safety audits required of new motor carriers by the federal government. In addition to these activities, KVE's Special Operations

Division is nationally known for its drug interdiction activities, and as a training resource for drug interdiction programs in other states and Canada.

Officers with the KVE promote the safety of travelers on the state's highways through the enforcement of the Kentucky vehicle laws and Federal Motor Carrier Safety Regulations.

"Although the focus of KVE is commercial traffic, KVE officers can take enforcement action whenever necessary for the public safety, regardless of the type of vehicle," Howard said. "Research has shown that in majority of truck crashes caused by a driver's action, it is not the truck driver that is the cause, but the driver of a passenger car. The occupants of a car are far more likely to be injured or killed in a collision with a heavy truck. Of particular concern to KVE officers are offenses that involve impaired driving, speeding and aggressive driving behaviors such as improper passing, unsafe lane changes and following too closely." A KVE officer was recognized at the Governor's DUI Awards Banquet in December for having the most DUI arrests for any officer in Kentucky in 2003.

Commissioner Howard looks to KVE's continued progress in 2005, with the start towards accreditation from the Commission on Accreditation of Law Enforcement Agencies, continuing coal truck enforcement and development of a CMV collision reconstruction team. KVE will also continue development of partnerships with Kentucky State Police, Drug Enforcement Administration, High Intensity Drug Trafficking Area, Kentucky Transportation, the Department of Energy, and the trucking industry to promote safer travel on our highways.

Move Over Kentucky, It's the Law!

Transportation Cabinet installs signs to remind motorists of "Move Over" Law

KVE Submitted

Motorists traveling Kentucky's roadways began seeing reminders in December to move over when they see the flashing lights of law enforcement or emergency service vehicles on the side of the highway.

The Kentucky Transportation Cabinet installed "Move Over" signs along Interstate 75 and Interstate 471 in northern Kentucky, and Interstate 64 in Louisville to let travelers know that state law requires them to slow down and use caution when they see a law enforcement or emergency vehicle stopped alongside the road with its lights flashing. They must move over to the lane farthest away from the vehicle if they are on a four-lane road and can do so safely. Failure to do so can result in fines.

The law has been on the books since 2000, but no signs had ever been placed on Kentucky's highways until this week.

"Our vision is to create a safe and reliable trans-

portation system for all Kentuckians," Kentucky Transportation Secretary Maxwell Clay Bailey said. "That includes our men and women of law enforcement and emergency services. Placing these signs is an added reminder to motorists to yield and use caution when they see an officer or EMS worker stopped on the side of the highway."

"These signs will play a vital role in protecting law enforcement and emergency service personnel throughout the state," Kentucky State Police Com-

missioner Mark L. Miller added. "It's something we owe to these dedicated professionals who provide a valuable public service."

The Kentucky Transportation

Cabinet will install 100 "Move Over" signs along interstates, parkways, and other major four-lane and multi-lane highways at an estimated cost of \$150,000. The "Move Over" signs will be placed at Kentucky's border crossings and other strategic locations on Kentucky's highways.



LEN Technology Project Helps Equip Southern and Eastern Kentucky Agencies with Latest Communications Technology

Abbie Darst
Public Information Officer

The Center for Rural Development obtained \$26 million in federal grants through the Department of Justice to initiate the multi-phase Law Enforcement Technology Project, in 2001. The project was developed as a holistic approach to helping law enforcement agencies improve communications and public safety, and has since become the most comprehensive law enforcement technology integration project ever undertaken in the Commonwealth. The project's main purpose is to ensure compatibility and connectivity through a private, regional wireless network across the entire 42-county region of the Center for Rural Development's service area.

In the four years since its initial development, the project has become a great example of how technology can be used to connect information resources already in place. The center is currently in the process of placing mobile data terminals in cruisers, which allows officers to receive requested information from local, state and federal sources instantaneously without having to place a call to dispatch. Also, the roll out of computer aided dispatch systems, which includes hardware and software that increases record-keeping capacity, speeds the dispatching process and uses digital map data more efficiently, is about 50 percent complete throughout the region. Early this year, the center hopes to begin rolling out the records management systems, which is expected to take 12-16 months for completion.

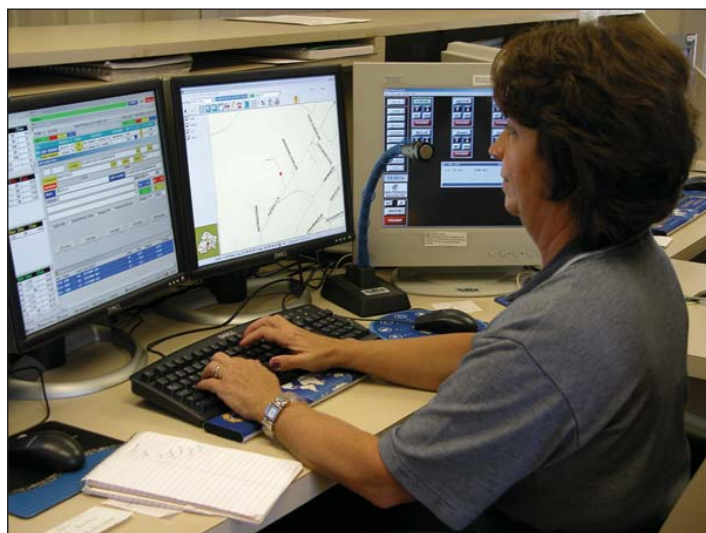
However, rolling out software is not that different from what's already been done in other places, said Rebecca Adams, project manager for the Center for Rural Development. "The cool thing is having CADs and RMSs across counties all talking to one another," she said.

The critical link that will enable such communication across county lines and multiple jurisdictions is currently under construction in Kentucky. The Link, called ION, will be the main communication switch for properly delivering information and will talk to any outside system. What makes it different is that CAD systems can only talk to the ION and ION will see that correct information gets to the RMSs, said Adams. This infrastructure will be monitored, managed and supported by the Information Technology Operations Center.

The final phase of the project will be committing to 90 percent wireless access for MDTs as well as 90 percent coverage on any road in each of the 42 counties.

"That's a pretty big deal because we're not in Kansas," Adams said. "We have mountains and hills which make it harder."

This set-up also allows for the addition of other public safety entities such as fire, EMS and first responders, Adams said. "I've been doing this for a long time and this is one of the most exciting projects I've ever worked on," she said.



SUBMITTED/REBECCA ADAMS

A dispatcher runs the new computer-aided dispatch center at the Beattyville/Lee County 911 center. The Beattyville/Lee County 911 was part of the Law Enforcement Project's 42-county area.

Agencies in the project's region are also excited about the new technology.

"We're still in the implementation stage, but we have, in car, NCIC and Link," said Lt. Brett Whitaker, Pulaski County Sheriff's Office. "It has proved invaluable to our street guys." The Pulaski County Sheriff's Office hopes to have all of the new technology in place by the summer.

"There are always bumps in the road when dealing with technology, but this is going to be a huge, huge asset for law enforcement in eastern Kentucky," Whitaker said.

Adams agrees. "I really think this is ground breaking stuff in a few ways," she said. "First of all, to do this level of interoperability on a regional scale is remarkable, especially in rural, not metropolitan, areas."

This LET project has become a national model, and provides law enforcement agencies and dispatch centers in southern and eastern Kentucky, not usually on the leading edge, with the benefit of the highest level of support, Adams said.

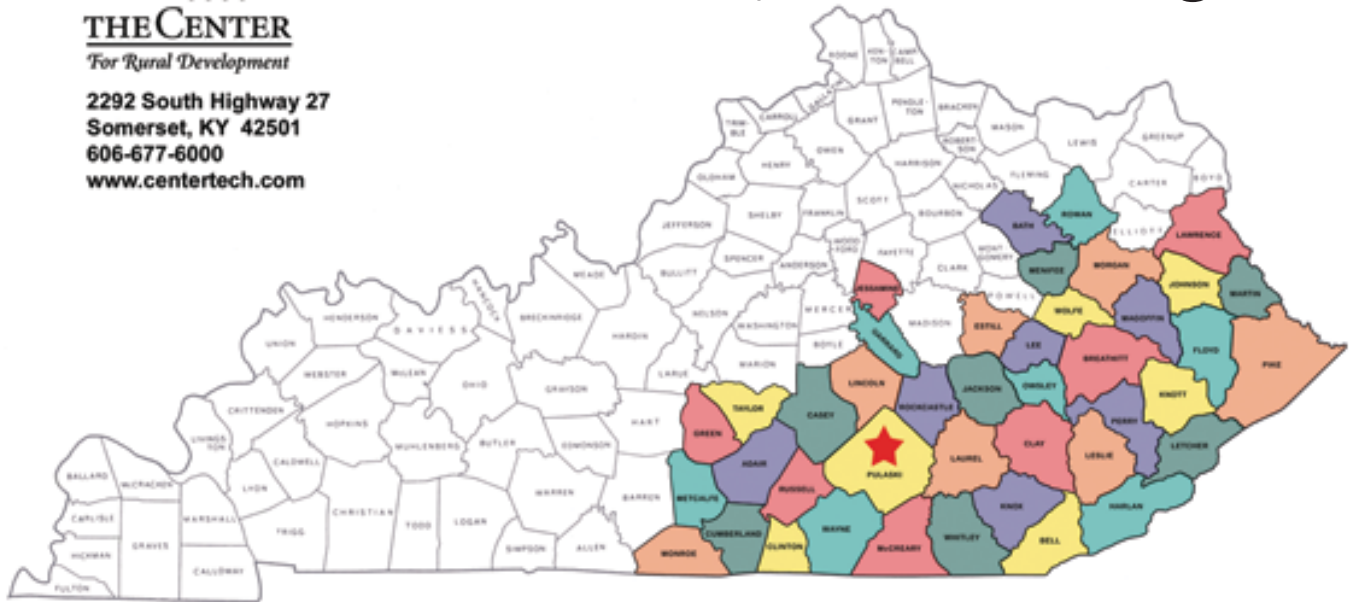
There has also been interest from across the state to join into the ION system and receive its benefits. For agencies outside of the project's 42-county region, the original procurements for the region's agencies set up a price contract list and one of the terms agreed on was to allow any agency that had no legal hindrances the ability to hook into the system. Any interested agency should contact Public Safety Director Rodney Murphy at (606) 677-6000.



THE CENTER
For Rural Development

2292 South Highway 27
Somerset, KY 42501
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www.centertech.com

42-County Service Region



Mount Sterling and Montgomery County Dispatch Merge

Abbie Darst
Public Information Officer

The Mount Sterling and Montgomery County 911 dispatch centers recently merged, bringing city and county law enforcement, fire and EMS dispatch into one central location. After nearly five years of serving as both Mount Sterling chief and communications director, Chief Michael Schnell decided it was time for a change.

The merger began in July 2004 when Ann Johnson, previously from the Georgetown Police Department, was hired as the director. "We knew that one of the absolutely upstanding programs in the state was at Georgetown," Schnell said. "When we found out Ann had an interest in the position, we were almost immediately willing to give it to her."

Johnson was in charge of building the Scott County dispatch center, giving her background knowledge of how to get Mount Sterling and Montgomery County started on the merger.

"I had some structural things to deal with," Johnson said. "We needed to go from having one dispatcher on duty to having two dispatchers on duty at all times. We also needed to

get a new console."

By November 1, Johnson had the merged center up and running. "It all starts here," Johnson said. "If calls are coming into two or three places, any number of things can go wrong. It saves time with one central place."

Schnell agreed. "There was never a problem with response time, but it is quicker," he said.

Though sometimes a merger involving several different agencies can lead to complications, the transition for Mount Sterling and Montgomery County seemed to go smoothly.

"The change has been seamless for officers and deputies," Schnell said. "We went from 10 to 11 dispatchers and fire got back three men who used to sit and take calls, so I guess everybody came out ahead."

Within the dispatch center, the merge has also been successful. "It was a smooth transition," Johnson said. "Everybody is excited, there's been no complaining. Everybody really enjoys being a full-service dispatch center."

Statewide Briefs:



SUBMITTED/MENIFEE COUNTY SHERIFF'S OFFICE

Menifee County Sheriff Graduates from FBI Academy

Menifee County Sheriff Rodney L. Coffey graduated from the National Federal Bureau of Investigations Academy in Quantico, Virginia December 10, 2004. Sheriff Coffey is the second Kentucky sheriff to ever be accepted to and attend the National FBI Academy. Less than 1 percent of the local law enforcement community in the United States is selected to attend the academy.

The National FBI Academy is an executive leadership academy for law enforcement managers. The training program is designed to train law enforcement managers throughout the United States and foreign countries that have good rapport with the FBI. Sheriff Coffey graduated with FBI agents, Secret Service agents, U. S. marshalls, New York Police Department managers, Los Angeles Police Department managers and 28 international students from countries such as Israel, Scotland and Finland.

Sheriff Coffey said this was the best training experience that he has ever had the opportunity to attend, and he was proud to represent sheriffs throughout the Commonwealth. "It's good to be back home," he said. "But most of all. I would like to thank all of my staff with the Menifee County Sheriff Department for picking up the extra work while I was going to the FBI Academy. If I did not have such dedicated employees, I would not have been able to be away for such a lengthy time."

KSA Elects New Officers

The Kentucky Sheriffs' Association had their annual meeting in December 2004. During the meeting the elected the following new officers.

- President - Sheriff Steve Sparrow – Oldham Co. S.O.
- 1st Vice President – Sheriff Bruce Hampton – Harrison Co. S.O.
- 2nd Vice President – Sheriff John Aubrey – Jefferson Co. S.O.
- 3rd Vice President – Sheriff Charlie Maiden – Carroll Co. S.O.
- Sgt. In Arms – Sheriff Paul Parsley – Bullitt Co. S.O.

Secretary/Treasurer – Sheriff Kathy Witt – Fayette Co. S.O.

Recent Past President – Sheriff Keith Cain – Daviess Co. S.O.

Lead Investigator Of Carrollton Bus Crash Retires After 20-Year Career With Kentucky State Police

Kentucky State Police Maj. Henry P. "Sonny" Cease, Jr., a Louisville native and resident, retired from the Kentucky State Police December 31, 2004.

Cease established himself as a national authority in crash reconstruction while working as the lead investigator and reconstructionist for the Carrollton bus crash in 1988, which claimed the lives of 27 people in the nation's worst drunk driving crash on record.

Cease was instrumental in the development and implementation of the crash reconstruction program in Kentucky and spearheaded efforts to improve crash reconstruction-training standards within the Kentucky State Police and throughout all law enforcement agencies in the state.

Cease's efforts led to the creation of KSP's regional Accident Reconstruction Team concept, which provides teams of trained personnel for deployment to fatal crash scenes to support local agencies. The success of this program has led to its emulation by other states throughout the country.

His vision and dedication to highway safety was once again demonstrated with the implementation of KSP's "Drive to Stay Alive" program for high school students, which began in 2003 and continued in 2004. Cease developed the program for high school students from across the state, where students received five days of classroom and hands-on driver training at KSP headquarters in Frankfort. They then teamed up with local state troopers to bring their safety message and highway skills back to their fellow students.

Cease was also instrumental in establishing the statewide AMBER Alert system in Kentucky, in conjunction with the Kentucky Department of Emergency Management and the Kentucky Broadcasters Association. This program, which began in Kentucky in 2003, has resulted in nine Amber Alert activations and 11 successful recoveries.

Cease has received numerous honors, awards and commendations, including the Federal Highway Administration's award for outstanding lifetime contributions to highway safety, which he received in December 2003. In presenting Cease with the Federal Highway Division Administrator's Award for Excellence in Highway Safety, the agency noted his "sustained, continuous, career-spanning and unusual initiative and creativity in developing highway safety programs within KSP and the communities it serves."

Cease is retiring from the position of deputy director of the Administrative Division at KSP headquarters in Frankfort. His previous assignments include KSP Post 2 in Madisonville, KSP Academy Commander, Intelligence Branch commander, commander of KSP Post 12 in Frankfort and chief information officer, Technical Services Division.

Cease accepted the newly-created position of executive director of the Kentucky State Police Professional Association and began duties there in January.

Elizabethtown Company Donating Boat to Trooper Island

WASSERcraft Marine Dynamics Inc. presented a new boat to Lt. Governor Stephen B. Pence and Kentucky State Police Commissioner Mark L. Miller on Monday, January 24, at the Louisville Sport, Boat and Vacation Show.

Lt. Governor Pence accepted the boat from WASSERcraft, a new Elizabethtown boat company, on behalf of the Trooper Island Board of Directors. Trooper Island, a non-profit entity operated by the Kentucky State Police, runs free weeklong summer camps for children ages 10 to 12. The camping program, which includes safe boating practices, is designed to help children develop positive self-images through physical activity and classroom study.

Established in 1965, Trooper Island celebrates its 40th anniversary this year.

Needy Kids to get Christmas Shopping Spree Thanks to Kentucky Vehicle Enforcement and Professional Association

85 Children Went Shopping with KVE Officers

Kentucky Vehicle Enforcement officers and personnel, in conjunction with the KVE Professional Association, took 85 children shopping December 17 at the Wal-Mart in Clay County.

"Many of us are blessed with so much, but we can't forget those kids who won't be having a merry Christmas," said KVE Officer Brian Jackson, who is also the KVE Professional Association President. "A lot of people and businesses are pitching in to help out some great kids so they can also have the Christmas spirit. That's what KVE and the KVEPA are all about."

The kids had a pizza party at the Pizza Hut in Manchester, then paraded to Wal-Mart for the shopping spree. Police cruisers and fire trucks from the Manchester Fire department escorted the children.

"Anything we can do to help a kid have a good time at Christmas is worth it," said KVE Commissioner Greg Howard. "There is nothing like seeing a child's eyes light up when they get the present of their dreams."

KVE officers and Wal-Mart associates were on hand to assist the children during their shopping spree. Wal-Mart provided photos with Santa Claus to all participating children.

Vocational Rehabilitation Honors Kentucky State Police

On January 18 the Office of Vocational Rehabilitation presented the Kentucky State Police with a service award on January 14 for their practice of helping Kentuckians with disabilities find needed services. The police received this honor because of the Driver License

Examiner Division's ability to recognize hidden disabilities in individuals applying for commercial driver's licenses. They are one of only 11 employers in Kentucky to receive this recognition and the first statewide agency.

"The state police have made positive contributions to Kentuckians with disabilities. When they so willingly assist our agency by referring people with potential disabilities, they are also helping these same people achieve employment and independence," said OVR Executive Director Beth Smith. "So often a person's future employment depends on the ability to drive a motor vehicle. This enables the person to become a tax-payer instead of a tax-user."

The state police was nominated by OVR Counselor Tony Simming of Hopkinsville. Simming explained the reason for the award. "When consumers fail the permit test or the CDL test after several attempts, this is frequently a sign that this person may have a hidden disability. The close relationship of OVR and the driver's license examiner has enabled several positive effects. One is making sure that drivers of motor vehicles are better prepared for driving. Another is that when these drivers know the laws of the highway, they improve the safety of Kentucky roads."

Mark L. Miller, Kentucky State Police commissioner, said he was pleased that KSP personnel are becoming alert to these types of situations. "I'm gratified that our driver examining personnel are recognizing that individuals who have trouble with driving tests may be doing so for reasons that aren't always evident, yet need addressing," Miller said. "I hope this continues to help raise awareness of individuals who have disabilities, how to make accommodations in those situations and how we're all interdependent upon one another."

The Office of Vocational Rehabilitation, an agency of the Education Cabinet's Department for Workforce Investment, assists Kentuckians with disabilities to achieve gainful employment and independence.

Lexington PD to Participate in World Police and Fire Games

The World Police and Fire Games are held every two years at different locations providing more than 70 competition events for police and firefighters from all over the world. This year the Lexington Police Department will be represented at these games by a team of officers.

The 2005 games will be held in Quebec, Canada from June 26 to July 5. The LPD is currently trying to obtain sponsorship for these games. Monetary gifts for lodging, food, gas and event fees are being sought as well as team uniforms to be worn during the competition. Team identification and advertising will appear on uniforms, jackets, hats, etc.

Currently the following officers are competing: Michele Remark Young, Jennifer Lube, Tembree Murphy and Susan Torrey. The deadline for sign-ups is March 15. We are hoping that more officers will make the commitment to train and attend the games in June.

Any donations will be greatly appreciated. If you have any questions, please contact Sgt. Michele Young at (859) 258-3685 or e-mail at myoung@lfucg.com.

KLEMF Presents Scholarships

The Kentucky Law Enforcement Memorial Foundation presented \$1,000 scholarships to 24 students across the Commonwealth

KLEMF Submitted

Department of Criminal Justice Training Commissioner John W. Bizzack presented the awards on behalf of the foundation.

“When the foundation first started, its goal was to build a monument for those officers who have given their lives in the line of duty, and we were able to do that,” said Bizzack, a former president of the foundation. “Now through the sale of the memorial license plates and generous donations, the foundation is able to offer a living memorial to every officer in the state. One that will help them and their families further their education.”

The Kentucky Law Enforcement Memorial Foundation was originally founded to build a memorial that would honor all Kentucky officers who have been killed in the line of duty. Once the monument was completed, the organization expanded its efforts to include a financial endowment program, which helps Kentucky peace officers and their families with educational, medical and emergency relief.

In 2004, the foundation created a scholarship program to help law enforcement officers, telecommunicators and their families pay for college. It is restricted to law enforcement officers and telecommunication personnel (current, retired or disabled) and their survivors or dependents. The scholarships may be used at any accredited college or university, including two-year and community colleges and may also be used for attendance at recognized or certified vocational or trade schools. Students do not have to major in law enforcement or criminal justice to be eligible for the scholarship.

“The goal of the Kentucky Law Enforcement Memorial Foundation has always been to honor and help the officers of this state,” said KLEMF board member Herb Bowling. “I can not think of a better way to honor the fallen heroes of the past and our officers of today than to help educate their survivors, their comrades and their dependents for a better future.”

List of Scholarship Recipients

Recipient Name	School Attending	LEN Relation
Heather M. Adkins	Western KY Univ.	Daughter of Lt. Tandeta Adkins-Hettich - Louisville Metro P. D.
Christopher T. Bennett	Centre College	Son of Sgt. Jerold Bennett - Louisville Metro P.D.
Kelly C. Brewer	Univ. of KY	Daughter of Rodney Brewer - retired KSP
Vicky L. Brown	Jefferson Comm. College	Sergeant - Jefferson Co. S.O.
Joseph Burden	Univ. of Louisville	Investigator - Jefferson Co. Public Schools
Julian M. Christopher II	Univ. of KY	Son of Trooper Julian Christopher - KSP
Bobbie Jo Ferriss	KY Comm. Tech. College	Surviving daughter of Edward Harris - KSP
Jennifer D. Gipson	Eastern KY Univ.	Daughter of Chief Jimmy Gipson - Junction City P.D.
Jaime L. Green	Murray State Univ.	Sergeant - Eddyville P. D.
Lesley R. Hampton	Lexington Comm. College	Telecommunications Officer - Georgetown/Scott Co. E911 Center
Lisa D. Hampton	Chase College of Law	Investigator - ABC
Gena M. Johnson	Northern KY Univ.	Daughter of Asst. Chief Benny Johnson - Ludlow P. D.

Recipient Name	School Attending	LEN Relation
Everett W. King	Eastern KY Univ.	Retired - Richmond P. D.
Michael P. Luttrell	Eastern KY Univ.	Son of retired Capt. Earl Luttrell - KSP
Emily R. Melville	Eastern KY Univ.	Daughter of Chief Charles Melville Jr. - Cincinnati/N. KY Airport P. D.
William E. Mills	Western KY Univ.	Son of Shirlene Mills - Bowling Green P. D. Communication Center
Laura D. Mitsch	Northern KY Univ.	Dispatcher - Boone Co. S. O.
Rachel B. Nease	Eastern KY Univ.	Surviving daughter of Shelby Nease - CSX Railroad
Sara-Anne B. Otto	Eastern KY Univ.	Daughter of former Chief Fred Otto III - Univ. of KY P. D.
Robert W. Ratliff	Ashland Comm./Tech. College	Asst. Chief - Ashland P. D.
Jason T. Ross	Univ. of KY	Son of Lt. Gerald Ross - retired Lexington P. D.
Kayla J. Sandlin	Eastern KY Univ.	Daughter of Paul Sandlin - retired KSP
Brittney L. Wheat	Western KY Univ.	Daughter of Chief Steve Wheat - Burkesville P. D.
Angela M. Younce	Eastern KY Univ.	Daughter of Officer Ricky Younce - Pikeville P. D.

KLEMF Selects New Chairman of the Board



Mark Turner

The Kentucky Law Enforcement Memorial Foundation board members selected Mark Turner as chairman of the organization. Turner is employed by Swisher International, Inc. and has worked for the company 24 years. He is the director of National Accounts for the eastern United States.

Turner is a native of Elizabethtown and graduated from Elizabethtown High School in 1973. He received his B.B.A. in business management from the University of Kentucky in 1978 and completed the Executive Development Program at Bantle Institute, Syracuse University, in 2000. He is a University of Kentucky alumni member.

Turner moved to Lexington, Kentucky in 1975. He has been married to Sharon for 26 years and they have one daughter, Melissa. He is an avid golfer and has supported the foundation's annual memorial golf tournament by obtaining donations and participating in the tournament. The board members welcome him and look forward to working together to further the efforts of the foundation.

KLEMF Briefs

Fall 2005 Scholarship Deadline

The second scholarship process will begin in April. The revised application form will be available April 1. The application form and criteria can be downloaded from the memorial foundation Web site at www.klemf.org or contact the foundation at (859) 622-2221 to obtain a copy. The deadline for applications to be submitted for consideration for the fall 2005 semester is July 15.

2005 KLEMF Ceremony

The 2005 Kentucky Law Enforcement Memorial Ceremony will be held on May 18 at 11 a. m. in front of the Department of Criminal Justice Training.

National LEN Memorial Ceremony

The National Law Enforcement Memorial Ceremony will be held on May 15 in Washington D.C.

NEW CHIEFS OF POLICE ACROSS THE COMMONWEALTH

James K. Butcher, Maysville Police Department

James K. Butcher was appointed chief of the Maysville Police Department November 2004. He served as a patrol sergeant, lieutenant, and assistant chief before being appointed chief. Butcher found some of his most rewarding years as a DARE and Character Counts instructor for the Mason County School District. He has received the governor's awards for Outstanding Service in Crime Prevention and Outstanding Crime Practitioner of the Year. Currently he serves on the Women's Crisis Board, Regional Prevention Council and the Kentucky Agency for Substance Abuse Policy board in the Buffalo Trace District. He feels that it is an honor and privilege to have this opportunity to serve the citizens of the Maysville and a great police department that has dedicated officers who serve their community with selfless devotion.

Greg Dennison, Leitchfield Police Department

Greg Dennison was appointed as chief of Leitchfield Police Department on January 3. Dennison is a 23-year veteran of the Leitchfield Police Department where he began his law enforcement career as a dispatcher. He served as the firearms instructor and eventually as assistant chief. While in the U. S. Army, he served with the military police. One of his goals for the future is to receive accreditation for the 14-man department.

Keith Hill, Campbell County Police Department

Keith Hill was appointed chief of the Campbell County Police Department on November 4, 2004. Hill received his bachelor's degree in Police Administration from ECU in 1981. He began his law enforcement career with the department in 1982. He has served as chief deputy jailer, accreditation manager and was the first child abuse detective for Campbell County. He served as the agency's assistant chief since December 1994. Hill plans to delegate more authority and allow sergeants more freedom to run their shift as they see fit. He will also encourage community involvement in seeking solutions to some of the problems.

Paul McDonald, Campbellsburg Police Department

Paul McDonald was appointed chief of the Campbellsburg Police Department on October 1, 2004. He is a retired deputy fire chief with the Harrods Creek Fire Department. He started with the fire department in 1976 and has been an EMT since 1978. McDonald has worked with the Woodlawn Police Department, Prospect Police Department and the Louisville Police Department prior to coming to Campbellsburg. He has a bachelor's degree in communications and criminal justice from the University of Louisville. McDonald would like to offer CPR classes and to perform child safety seat checks. He would also like to bring the community together to solve crime by organizing block watch programs and citizen emergency response teams.

Stephen Muntz, Cynthiana Police Department

Stephen Muntz was appointed chief of the Cynthiana Police Department December 27, 2004. He began his career in law enforcement in January 1986 with the Harrison County Sheriff's Office as a deputy. He has been employed with the Cynthiana Police Department since July 1987. Muntz worked his way up

through the ranks as patrol officer, sergeant and assistant chief before becoming chief. He plans to make the department become more community oriented. He is interested in applying for more grants and implementing the use of new technology, skills and training in order to benefit officers, the department and the citizens of Cynthiana.

Jim Ray, Adairville Police Department

Jim Ray was appointed chief of Adairville Police Department October 18, 2004. He began his law enforcement career with the Russellville Police Department in 1976. He then pursued a career with the Kentucky State Police in 1978 where he remained until retirement in 1998. As chief he would like to educate the public through a neighborhood watch program. He would also like for the budget to allow the hiring of an additional officer.

Don Rutheford, Scottsville Police Department

Don Rutheford was appointed chief of Scottsville Police Department November 22, 2004. He was hired by the Scottsville Police Department in 1994 and worked patrol. He was promoted to detective in January 1999. Some of his plans for the department include increasing unity among the officers, more in-house training, and more interaction with various civic and community groups. He will also be seeking additional funding for training and equipment through grant applications.

Robert Schutte, Shelbyville Police Department

Robert Schutte was appointed chief of the Shelbyville Police Department October 11, 2004. The 28-year veteran retired from the Louisville Metro Police Department in August of 2004 after helping facilitate the merger of the Louisville Police Department and the Jefferson County Police Department. His last assignment was commander of the Crimes Against Children Unit. Schutte is looking forward to working with all aspects of the city to build on the existing department assets and create a department to better serve the city. He is interested in identifying and implementing procedures to attract and retain quality police officers. He also would like to building positive relationships with all aspects of the community, which are vital if the community is to be comfortable approaching and interacting with officers.

Mark Wilhoite, Frankfort Police Department

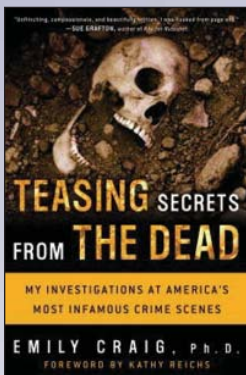
Walter M. Wilhoite was appointed chief of the Frankfort Police Department January 1. He is a Frankfort native and 23-year veteran of the agency. During his career, Wilhoite served in patrol and investigations and was a detective sergeant in addition to other leadership positions. Wilhoite served as operations commander for the past eight years. He attended Kentucky State University and Eastern Kentucky University and is a graduate of the DOJT Basic Training and the FBI National Academy. His goals include KACP accreditation, construction of a new police facility, and enhanced collaboration and communications with the community. He is active in civic organizations, and has served on the Frankfort YMCA Board of Directors, Board of Youth Football League and as a volunteer counselor for 4-H camps.

Book Review

Teasing Secrets from the Dead

Emily Craig Ph.D., Crown Publishing Company,
New York, New York, 2004

*Reviewed by Kim Rogers
Department of Criminal Justice Training*



Some of the most popular television shows in the past few years have focused on the application of forensic science to criminal investigation. CSI, CSI Miami, Cold Case Files and Forensic Files have brought the terms and techniques of forensic science to a wide audience. There appears to be heightened public interest in the criminal justice system as a whole. Dr. Emily Craig's book provides both the criminal justice professional and the layperson with a vivid picture of the field of forensic anthropology. Craig is Kentucky's forensic anthropologist and is

considered one of the leading experts in this field. Her expertise has been sought on several high publicity cases across the nation, including, Waco, the Oklahoma City Bombing, and the September 11, 2001 terrorist attacks. Dr. Craig is a hometown girl. The book is written in an easy-to-read non-scientific manner and flows easily from one topic to another.

Readers will quickly discover Dr. Craig is hard working, caring and compassionate. She vividly describes her dream to become a Forensic Anthropologist and some of the cases she has been involved with. The scenes she paints are vivid and not for those with weak stomachs. There is also an underlying theme of inspiration for those who have considered mid-life career changes. Craig did not start out as a forensic anthropologist but as a medical illustrator and sculptor. She stumbled upon a police case in which they needed a sculpture of a victim's head. She volunteered her services and quickly became emotionally involved. Her interest in forensic anthropology was born. She left her job as a medical illustrator and enrolled at the University of Tennessee in Knoxville. She performed research and trained with the professor responsible for the famous Body Farm at the University of Tennessee.

Kentuckians may recognize some of the local cases she describes in the book. Just three days after receiving a position in Kentucky as state forensic anthropologist, she receives her first case. A woman and a four year-old child's bodies were left in a field in Somerset. Her description of the crime scene provides enough detail for the reader to visualize the picture in his or her own mind. As fascinated as we are, not many of us have actually witnessed an autopsy. Ms. Craig's description of the autopsy procedure for this particular case is almost too vivid and definitely not for those with weak stomachs. In one body recovery in McCreary County, a Lexington man admitted to killing his lover and placing his body there several years prior, she learns not only about the victim but actually has dinner with the suspect. The suspect confessed the murder to Lexington police officers because he was diagnosed with AIDS and believed he would receive medical treatment in prison.

Almost all Kentuckians can remember the Tent Girl case. In May 1968, an unemployed well driller found the body of a young girl in Monterey, Kentucky. She was covered in a tarpaulin. Even with the assistance of the FBI, no one could identify her and the media dubbed her the Tent Girl. She was formally laid to rest in a gravesite in Georgetown, Kentucky. The Tent Girl became a local legend. Craig explains in detail about how the more-than-30-year-old case was finally solved.

These stories only illustrate a few of the cases in Kentucky where Dr. Craig's expertise helped to identify victims and solve homicides. The Commonwealth of Kentucky is blessed with Emily Craig's expertise, drive, and devotion to the field of Forensic Anthropology.

Craig also tells about her experiences at some of the most famous crimes scenes in America's history. In August of 1995, she was contacted by the FBI and asked to assist in the Oklahoma City Bombing case. On September 23, 2001, she arrived in New York City to assist in the identification of the thousands and thousands of victims of the attack on the World Trade Center. She worked 12-hour shifts for 30 straight days. She returned home, only to go back to New York on November 18 for a second tour. Her descriptions of Tent City and Memorial Park, where a makeshift morgue had been established, helps the reader to picture the enormity of what was going on. There were 16 refrigerated trucks parked side by side in two parallel rows to store the dozens of victims and tens of thousands of body parts created by the disaster. Her descriptions of the recovery effort clearly illustrate how many people worked tirelessly to assist the victims and family members of the victims. She never really mentions or seems to understand that she too was one of those heroes.

She explains her request to be sent home after her second tour in this matter, "I haven't seen daylight in four weeks. I'm brain-dead, I'm exhausted, and I have a mountain of work waiting for me back in Kentucky. Please, cut me my orders and send me home. What I thought but didn't say was that I was also emotionally wrung out. As the head of night shift triage and one of the older workers on-site, I was the person on whom the others had leaned. They counted on me to keep it together when someone burst into uncontrollable tears or wandered outside in a daze, overcome by the realization that the remains on the table belonged to a person he or she had known. I was more than willing to provide any support I could, but now I simply had nothing left to give." She then leaves New York and her second tour of duty only to return for a third. She is truly a remarkable lady.

I have already received several requests to read the book after I am done. I think I might just buy another copy to lend out and get this one autographed and place it with some of my other favorite books that I read over and over again. That way when I need inspiration, strength, or just information on how it all works, I will have it available and at hand.

An Overview of Accreditation and Its Benefits

Abbie Darst
Public Information Officer

As law enforcement in Kentucky continues to strive toward professionalism and excellence, the word on everyone's lips seems to be accreditation. With two major accrediting bodies serving the Commonwealth and more than 60 accredited agencies in the state, a large portion of Kentucky's law enforcement is focused on the benefits and credibility that come with an accredited status.

What is Accreditation?

Accreditation is a coveted award that symbolizes professionalism, excellence and competence within an agency. The components of an accreditation program include professionals who act with discretion, in the public trust, to standards set by experts in the field. An independent process is designed to implement the standards, verify compliance and award accreditation. Accredited agencies can take pride in their department, knowing it represents the very best in law enforcement and public safety, according to the Commission on Accreditation for Law Enforcement Agencies' Web site.

The voluntary accreditation program can generally be divided into two parts: the standards and the process. The standards are the building blocks from which everything else evolves. Left to themselves, however, the standards would be nothing more than a pile of bricks. The process provides the blueprint and mortar to shape the standards into forms that are sturdy, useful and lasting for the agency. The process provides order, guidance and stability to those going through the program and ensures that the accrediting bodies can recognize professional achievement in a consistent, uniform manner.

Types of Accreditation

There are two institutions that provide accredita-

tion to Kentucky agencies: The Kentucky Association of Chiefs of Police and CALEA. The KACP accredited its first law enforcement agency, the Jefferson County Police Department, in August 1992. Since that time, they have accredited more than 50 agencies across the Commonwealth. "The days of going begging, looking for people to go through accreditation are over – we've just been so successful," KACP Accreditation Manager Mike Bischoff said.

CALEA is the international accreditation available to Kentucky agencies. It was created in 1979 through the combined efforts of four major law enforcement organizations: the International Association of Chiefs of Police, National Organization of Black Law Enforcement Executives, National Sheriffs' Association and Police Executives Research Forum. These organizations continue to serve in an advisory capacity to the commission and are responsible for appointing members of the commission.

Under CALEA there are four different types of accreditation or recognition. The most widely known is the Law Enforcement Accreditation program, which currently accredits 562 police departments, sheriff's offices and other law enforcement agencies throughout the United States, Canada and Barbados. The Public Safety Training Academy Accreditation program promotes superior public safety training academy services and recognizes professional excellence. This is accomplished by establishing standards derived from the best practices of professional public safety training agencies and institutions. The Public Safety Communications Accreditation program focuses on raising the bar for communication and dispatch centers that are responsible for providing public safety communications service. CALEA's Recognition Program is a little different from the other programs, in that it does not require that a law enforcement

agency meet all of the CALEA standards. Instead, the program acts as a stepping stone for smaller law enforcement agencies that wish to participate in a professional credentialing program before seeking accreditation.

The Benefits of Accreditation

There are numerous benefits that accreditation offers to an agency. Accredited departments benefit from the use of consistent and proven procedures, clearly outlined policies and efficient practices, Bischoff said. In addition, accreditation serves to create a feeling of confidence among community residents that their local law enforcement agency recognizes the importance of establishing and maintaining as high a degree of effectiveness and professionalism as possible.

Bischoff said that accreditation can positively affect an agency by:

- Providing a means of independent evaluation of agency operations.
- Providing a basis to correct deficiencies in the agency's operations before they become public problems.
- Requiring that agencies commit policies and procedures to writing.
- Providing a norm for an agency to judge its performance.
- Having the potential to reduce liability insurance costs.
- Promoting accountability among agency personnel and the evenhanded application of policies.
- Enhancing the reputation of the agency, thereby helping to attract the most qualified candidates for employment.
- Minimizing an agency's exposure to liability, which reduces vicarious liability suits.
- Building stronger defense against lawsuits and citizen complaints.
- Increasing the community's confidence in its police department or sheriff's office.
- Recognizing agencies for meeting standards of excellence.

These are just a handful of the benefits that an agency may receive from becoming accredited. The remainder of this section talks about the ins and outs of accreditation, how to get started, how to pay for it, how to maintain it and how other agencies have specifically benefited from seeking and obtaining accreditation for their agency.

Recognizing the Logos and Contacts



*Kentucky Association of
Chiefs of Police
Law Enforcement Accreditation*

Kentucky Association of Chiefs of Police
Law Enforcement
Accreditation program
Mike Bischoff - Accreditation Manager
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*Commission on Accreditation
for Law Enforcement Agencies
Law Enforcement
Accreditation program*

Anyone interested in any type of CALEA accreditation can contact any of the program managers below for more information.

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CALEA Accreditation

An Overview of the History and Benefits

Sylvester Daughtry, Jr.
CALEA Executive Director



Sylvester Daughtry

So many states have their own accreditation standards. Why do you feel it is important to take the next step in obtaining national accreditation?

Over the years, a number of state accreditation programs have developed and run parallel to the Commission on Accreditation for Law Enforcement Agencies' accreditation program. While all of these programs share a similar mission and goal for the law enforcement profession, international accreditation offers a number of significant advantages.

Comprehensive Standards: Virtually all state agencies, to one degree or another, already use the CALEA model and, indeed, most use actual CALEA standards. The CALEA process, however, has significantly more (446) standards than most of the state programs, thus holding the agency up to more intense scrutiny. Further, all of these standards are internationally recognized and supported by the four major law enforcement associations: International Association of Chiefs of Police, National Sheriffs' Association, National Organization of Black Law Enforcement Executives and Police Executive Research Forum. Having met the rigorous and demanding standards set forth by CALEA, an agency achieves a level of professionalism designed to improve its overall performance and efficiency. Also, by being accredited internationally, agencies have an opportunity to participate in the process of modifying current standards and developing new ones as necessitated by the ever-changing environment within which law enforcement operates.

Assessor Pool: CALEA assessors are chosen from a pool of experienced law enforcement professionals throughout the U.S. and Canada and are paid in full by CALEA. This insures a greater breadth and depth of experience as well as a greater degree of objectivity. Further, by not coming from an agency in the same state as the agency being accredited, they tend to be more credible and independent in their evaluations.

Annual Conferences: CALEA holds three conferences each year. Each conference presents formal training sessions and workshops, presented by internationally recognized experts, on current issues related to the public safety profession. These conferences also offer an invaluable opportunity for professional networking.

Cost Savings: Risk management associations in at least six states

offer their member CALEA-accredited agencies discounted insurance rates and/or subsidies for the costs of CALEA accreditation. In addition, a number of civil liability insurance providers offer discounts to CALEA accredited agencies.

Additional Accreditation: Law enforcement agencies have the opportunity to seek international accreditation for their communications centers and/or training academies. No state offers accreditation for these types of agencies.

How are CALEA's standards chosen, and what is the importance of the standards within an agency?

Initially, CALEA staff, along with representatives of its four founding organizations and the federal Law Enforcement Assistance Administration, spent four years researching, writing and field-testing the original standards. The staff personnel were well qualified in terms of practical experience and academic credentials. In addition to having worked in a law enforcement agency, at various levels and ranks (including CEOs), several participants had provided consulting services to law enforcement agencies across the nation. In 1983, the first edition, with 944 standards, was adopted launching the accreditation program.

Approximately every five years, the standards, as a whole, are reviewed by a task force composed of practitioners and academics from the public safety profession. Each standard is looked at for relevancy in today's environment. Some are dropped, others revised and/or new ones adopted. Currently, CALEA is involved in the latest comprehensive review and expects to publish the results later this year.

In between these overall reviews, issues involving standards are dealt with on an ad hoc basis by CALEA's Standards Review and Interpretation Committee, which meets at every CALEA Conference. This provides a process for a continual, on-going review of the standards. It allows CALEA to introduce new standards to respond to current issues as they arise; i.e. bias-based profiling, dealing with mentally disturbed persons and the AMBER alert program.

The general methodology for additions and/or revisions generally includes initial draft development by commission staff; discussion, modification, and tentative approval by the commission; field review and comment; draft refinement by staff; and discussion, modification, and final approval by the commission.

Adherence to CALEA's standards through the accreditation

process benefits both the agency and its personnel in a number of ways:

- Standards require an in-depth review of every aspect of the agency's organization, management, operations and administration.
- Standards reinforce agency goals and objectives with provisions for periodic updating.
- Standards require an evaluation of whether agency resources are being used in accordance with agency goals, objectives and mission.
- Standards require a re-evaluation of agency policies and procedures, especially as documented in the agency's written directive system.
- Standards require the correction of internal deficiencies and inefficiencies before they become public problems.
- Standards provide objective measures to justify decisions related to budget requests and personnel policies.
- Standards serve as a yardstick to measure the effectiveness of the agency's programs and services. The services provided are defined, and uniformity of service is assured.
- Standards help streamline operations, providing more consistency and more effective deployment of agency personnel.
- Standards require that agency policies and procedures are in written form and are available to all agency personnel at all times.
- Standards assure employees that every aspect of the agency's personnel system is in accord with professional standards.
- Standards increase the morale of the agency's personnel by increasing the employees' confidence in the effectiveness and efficiency of their own agency.
- Many standards address officer safety issues and insure adequate training and equipment.
- Accreditation is one of the best methods of demonstrating accountability to the public an agency serves. Agencies are required to give notice to the population they serve that they are seeking accreditation. As a part of the on-site, a public forum is held where those citizens desiring to do so are allowed to voice their views of the department's operations, either in person or in writing. All of the CALEA standards are a matter of public record through the agency.

CALEA has on-site assessors from different agencies all over the country. What is the process/criteria for choosing assessors?

CALEA maintains a pool of qualified assessors who are assigned to accreditation/recognition on-sites. To be considered as an assessor, the candidate must be from an CALEA accredited/recognized agency, hold a rank equivalent to at least sergeant, have a minimum of five years current supervisory experience in the public safety area, submit a written resume, submit a letter of request, and submit a letter of support from his or her CEO. The potential candidates are then reviewed by CALEA staff for academic and/or professional

qualifications and CALEA's current demographic needs. After this review, the successful candidates are scheduled for assessor training at a future CALEA Conference and must pass a written test following the training. Approximately five to 10 percent of the assessors are academics or consultants in the public safety field, but who are not working directly for an agency at the time they are considered.

Next, the candidate is put into CALEA's assessor database and identified by size and type of organization from which he or she comes. Each CALEA program manager has access to this database and will select assessors for a particular on-site from the database. In selecting particular assessors, the program manager will attempt to match the size and type of agency with assessors from similar agencies. The assessor cannot be from the same state as the candidate agency. After each on-site, both the team leader and the agency review the assessor's performance. These evaluations help to determine whether the assessor is used again.

When an agency is in the process of becoming accredited or re-accredited and they run into difficulties, what are your suggestions for helping the agency get back on track?

When agencies seeking either initial accreditation or re-accreditation encounter problems within the process, they have four major avenues of help available to them:

1. **The program manager** – Each agency is assigned a CALEA program manager who follows its progress through the entire accreditation/recognition process. The program manager is always available to answer questions and offer advice by telephone or e-mail.

2. **CALEA conferences** – CALEA holds three conferences each year at which formal training is offered in all aspects of the accreditation process. Attendees also have the opportunity to meet with their program manager face-to-face. In addition, attendees have numerous opportunities to informally meet with representatives from accredited/recognized agencies and others considering accreditation or recognition. At each conference, CALEA holds a New Attendees Luncheon where people attending the conference for the first time have an opportunity to meet with CALEA staff and CALEA commission members. They can take this opportunity to ask questions about the accreditation/recognition process.

3. **Police accreditation coalitions** – Most states have established a statewide PAC composed of accredited agencies in that state. These grass-roots networks meet periodically and welcome representatives from agencies new to the process.

4. **The agencies can also contact other, nearby accredited agencies for advice and counsel.** This is a case of neighbor helping neighbor.

The Public Safety Training Academy Accreditation was created in 2002 and accredited the first academy in 2003. Why do you feel it is important to have accreditation standards specifically aimed at training academies?

The Public Safety Training Academy Accreditation program
See PSTAA, page 62

PSTAA: Setting a Higher Standard

Continued from page 61

was developed, with client agency and outside expert assistance, at the direction of the commission in response to a number of client requests for a more meaningful program than an earlier training certification program. The purpose of the PSTAA program is to promote superior public safety training academy services and to recognize professional excellence. This was accomplished by establishing standards derived from the best practices of professional public safety training agencies and institutions.

Specifically, the PSTAA's 182 standards were developed through a series of meetings of law enforcement and public safety trainers and executives. Many of the proposed training standards and process are similar to the Law Enforcement and Public Safety Communications Accreditation programs. There are also a significant number of new and specialized training-related standards. The PSTAA program is designed not to conflict with national or state Peace Officers Standards and Training authorities or groups like the International Association of Directors of Law Enforcement Standards and Training.

Why did CALEA feel it was important to join efforts with the association of Public Safety Communications Officials-International to develop an accreditation program for public safety communications agencies?

As a result of inquiries from a number of accredited law enforcement agencies and practicing telecommunications leaders, CALEA, in conjunction with the Association of Public Safety Communications Officials International, examined the need for a meaningful accreditation program specifically designed for public safety communications agencies.

Together, CALEA and APCO designed a full-scale program that met those needs. While the basic profile used in developing these standards remains CALEA's law enforcement accreditation process, APCO provided professional technical experts to appropriately modify the standards to meet the specific needs of public safety communications.

The program applies to the communication's component of law enforcement agencies, stand-alone public safety communications agencies and those components of other public safety agencies (i.e., fire, EMS, hospital trauma centers) that have public sector communications responsibilities.

CALEA celebrated its 25th anniversary this past year and numerous changes have come in those 25 years. Where is the

future of CALEA headed, and what changes are on the horizon?

Today, issues of accountability, integrity, liability, performance and community partnership dominate the public dialogue and media coverage of law enforcement in particular, and the public safety profession in general.

Equally important is the national concern regarding safety. Since the horrific act of terrorism on September 11, 2001, many citizens of the free world are increasingly willing to give up some of their individual liberties and privacy in the interest of safety and security. This may involve giving public safety agencies greater access to personal information and the potential authority to restrict some of our civil liberties. With this in mind, our citizens want and deserve to know more about the operations, management and integrity of their law enforcement and public safety agencies. CALEA accreditation is one of the best forms of accountability an agency can demonstrate to the public it serves. Indeed, the importance of professional standards and accreditation for public safety agencies is even greater now than it was in 1979. As Attorney General John Ashcroft said at a 2001 CALEA Conference, "Standards build trust."

With this in mind, CALEA consistently moves forward, instituting necessary changes in order to address the ever-changing needs of our clients and the public safety profession. The history of the commission is replete with significant milestones such as increasing agency participation, developing new programs, and creating alliances and improvements in the process.

We constantly review all of our programs to insure their relevance in today's public safety environment. CALEA is currently reviewing every standard in its flagship, law enforcement program. We expect to delete some, revise others and develop new ones. CALEA has received a grant from the U.S. Justice Department to fund a pilot project designed to develop performance measurements for law enforcement agencies. CALEA is also developing an internal strategic plan that will help guide CALEA through the balance of this decade.

What is the purpose of the Recognition Program and how does it benefit law enforcement agencies?

Because the challenge of law enforcement accreditation can be formidable for the vast majority of law enforcement agencies, which have 25 or fewer personnel, CALEA established the Recognition Program in 2000. Specifically, the program was developed to assist smaller law enforcement agencies, which typically have limited resources. The program uses 97 of the 447 standards from the fourth edition of the Standards for Law Enforcement Agencies. They are all mandatory standards that address life, health and safety issues; legal and other critical requirements; and conditions that reduce major risk and high liability exposures. The Recognition Program is also viewed by some smaller agencies as a stepping-stone for those agencies that wish to participate in a professional credentialing program before seeking CALEA's accreditation award for law enforcement agencies.

The Ins and Outs of Initial Accreditation

Organizing and Networking Make the Process Easier

Abbie Darst
Public Information Officer

Starting the accreditation process can seem like a daunting task, but networking and organizing can make the difficult process much smoother. The process of initial accreditation can be broken into four general phases: application, self assessment, on-site assessment and, review and decision.

Once an agency is familiar with the numerous benefits of obtaining accreditation, the process of getting started is as simple as asking for information. The application phase begins with learning what is involved in the entire process. This begins by requesting a free information packet from the accrediting body. This packet will contain items such as an application, instructions and information about fees.

Kentucky Association of Chiefs of Police Accreditation Manager Mike Bischoff recommends that the applying agency take the next step by setting up an initial appointment. The purpose of this first appointment is to identify any major hindrances with the agency's facilities. "We're not looking for Home and Gardens, but the practicality of the present facility," Bischoff said.

Taking the knowledge learned from this first appointment about the specific areas that need to be addressed in order to move forward in the accreditation process, the agency enters the self-assessment phase. An agency initiates self assessment to determine compliance with the standards of the accrediting body. Proof of compliance will be provided through the agency's assessment document. The assessment document is often a three-ring binder containing the agency's policies, procedures or other verifying documents that show how the agency meets each standard. This set of standards verifications will be examined during or prior to the on-site assessment.

Unlike the Commission on Accreditation for Law Enforcement Agencies' Recognition Program, a professional credentialing program in which an agency meets 97 of CALEA's 446 standards before seeking full accreditation, the KACP requires that all 157 of their standards be met once an agency begins the accreditation process.

There are several steps and suggestions that an agency can take to help ensure success in their self assessment phase. First, keeping policies and procedures up to date and complete will help make any agency's accreditation process quicker and easier. The KACP requires that policies and procedures have been looked at and updated within two years. If an agency is careful to keep up with all of their policies and procedures, this part will be simple, Bischoff stressed.

An agency should also talk to other agencies that have already completed the accreditation process. "Don't start blindly," Bischoff said. Agencies should get information, policy and procedure files

and suggestions from similar-sized agencies to help guide them through the accreditation process.

Agencies should also be aware of is the security of their facilities and personnel, an important factor in accreditation standards. "A secure lobby takes care of a multitude of other problem areas," Bischoff said.

Even though the process of accreditation, especially the self assessment phase, can be difficult and require some structural changes, Bischoff emphasizes that agencies not be afraid of accreditation because of limited resources. There are often easy ways to get around what initially seems like an overwhelming challenge.

"The most wonderful thing for me is to see the transformations," Bischoff said. "We never rubber stamp the program, because then it wouldn't be worthwhile, but we are willing to help them in any way possible."

Once an agency has completed the self-assessment phase, is confident that it meets or exceeds the standards and the full payment has been received, the agency enters the on-site assessment phase. The accrediting body selects the members of the assessment team, possible alternates and advises them of the date for the proposed on-site assessment. When availability is confirmed, the potential assessors are made available to the requesting agency, allowing the agency the opportunity to object to any of the chosen assessors.

Once the assessment plan has been evaluated and accepted, a date will be set and the on-site assessment team will conduct the assessment based on information included in the standards verification binders or files previously submitted for review. The team leader will advise the agency if it is found to be in compliance with all the standards, and will submit the report of findings, conclusions and recommendations to the accrediting body.

However, if during the on-site assessment an agency is found not to be in compliance with any standard, the agency is told by the team leader and given suggestions to offer additional proofs of compliance or given a 60-day extension. The assessment team's report will be submitted at the time of compliance or upon the expiration of the 60-day extension. The report and recommendations are forwarded to the executive board for review and decision. If the accreditation is approved, the agency is asked to arrange a time and location in which the award can be presented. However, the formal accreditation is conferred during the annual meeting for KACP or during one of the three conferences held each year by CALEA.

"This is like a labor of love. In all my years in law enforcement, I've never been involved in something that makes such a huge difference in law enforcement," Bischoff said.

An Assessor's Viewpoint: Preparing for an On Site

Ray Sharf, Assessor
Ohio



Ray Sharf

You have struggled for months or years (although it seems like decades) to reach this point in your long journey to accreditation. You have created policies, procedures, forms, files and proofs. You have set up your mock on site assessment and you have done a plethora of other things and you just can't imagine what else there is to do. And then the mock assessors come in and tell you that you have done it all wrong and you might as well start over again. You're absolutely aghast at this point in time and want to find the tallest bridge over the widest gulley from which you can throw yourself onto the jagged rocks and rushing waters below.

I have been on both sides of the accreditation equation, both as an accreditation manager for 17 years and as an assessor since 1994. Having conducted a number of mock assessments for law enforcement, communications, and training accreditations and on sites for law enforcement and communications, I can safely say that your perceptions, though a bit overzealous, probably aren't that far afield.

Assessors are a peculiar bunch of people who come from a wide variety of backgrounds and experiences. They all have peculiarities, nuances, pet peeves, and so on. If CALEA sends a person with a background in law enforcement who has never been associated with training, that assessor may struggle

a bit with the format of the training accreditation program. They may view things a bit differently than an assessor who had responsibilities as a training officer or manager who was intimately involved in a training function for a number of years. Each assessor has some baggage that will affect how they perceive the agency they are assessing. And while CALEA attempts to create the best fit between an agency and assessors for that agency, sometimes you get the luck of the draw and find an assessor that just doesn't fit.

That's all the bad news. The good news is that a professional, competent, practiced assessor is there to help you through this final stage in your journey. Assessors won't offer to write policy, look up proofs, travel afar to find what they need to answer a question or to proof a file, but most have them have experience as either an accreditation manager or a CEO of an agency. They appreciate all the work you have done and want to see your accreditation come to fruition. Many assessors will offer suggestions or models if you are just a wits end and are having trouble with compliance.

With this background, let's examine how you should prepare for an on-site assessment and what you should expect from an assessor's viewpoint.

Here are some general pointers:

- Follow the accreditation manuals and materials.
- Make sure your accreditation manager has attended several commission meetings and has a sufficient comprehension of the accreditation process.

- Send members of the agency that will be assisting with final preparations with the accreditation manager to the meeting(s) just before your mock and your on-site assessment so they can get a feel for this process and get the most up-to-date information about standards, interpretations, current ideas about accreditation, and so on.
- Get active in your local Police Accreditation Coalition (or start one if there is not a local organization).
- Talk to CALEA staff, accreditation managers from other agencies, or to people at your PAC meetings, listen carefully to their recommendations when you have questions. They have been through this grueling exercise and they are not going to waste your time or efforts.
- Have an experienced assessor stop by your agency and take a look at your files early in your process. By looking at your policies and procedures, proofs, ASAP program (software program developed by CALEA to manage and maintain accreditation files), the assessor can get an idea if you are on track. There is no use going full steam into a process only to find out at your mock that you have been doing something significantly wrong since the start. Assessors will share their expertise and may give you some hints about some shortcuts.
- Do not re-invent the wheel. Somebody at some agency somewhere has done what you are doing. Beg, borrow or steal whatever you need to accomplish your objectives. (The acronym SOAR – officially the State of Ohio Accreditation Resource – also stands for Stealing Other

Do not re-invent the wheel. Somebody at some agency somewhere has done what you are doing. Beg, borrow or steal whatever you need to accomplish your objectives.

Agency's Resources. Credit goes to Retired Chief Danny O'Malley for the more appropriate acronym.) Use the CALEA Web site and your PAC Web site to ask questions and do research.

- Save, save, save. If it looks like a proof, acts like a proof, and gives you a great deal of grief, it's probably a good proof. Get your personnel into the mindset of looking for proofs. Share the standards and your policy with them early in your process so everyone can get creative about finding proofs. (We had an unknown device brought into the lobby of our facility one day – I was thrilled because it created so many proofs for handling a bomb threat, testing our evacuation and notification system, and so on.)
 - Share your ideas with other people. You may have a great idea for a policy, procedure or form that somebody else needs. Someone may have materials that you can use to improve your policy or bolster your compliance.
 - Have a mock on-site assessment. Having people you know and trust examine your agency can help your sense of confidence.
- Listen to the recommendations during the mock assessment. All too many agencies fail to take action on the recommendations and then wonder why they have such a terrible on site. While you certainly don't have to do everything the mock assessors recommend, take to heart their insights and suggestions.
- Get in touch with the team leader once the on site is scheduled. Communicate with the team leader and get to know him or her. More than

General Pointers: Keys to Guide Agencies During the On Site Process

Continued from page 65

likely, the team leader will share information about the team and encourage you to get in touch with the other team members. Communicate with everyone involved. Assessors generally want to know as much as possible as they can before they get files in the mail and especially before they arrive for the on-site assessment.

- Do not go overboard trying to make the team comfortable. Coffee, tea, soda pop and water are nice, but Perrier, caviar and lavish snack trays are not called for.
- Make sure you have got the normal conveniences that would make an office setting comfortable. Pens, tablets, post-it notes, copier, staplers, paper clips, highlighters, and trays to store files are always nice to have handy.
- Relax. Assessors usually do not bite. If they do, at least you can rest assured they have had all their shots. We are on site to work with you, not against you. We are on site to get you successfully through this program. If we get grumpy, it is either because we have had a really long day or somebody in the organization is fighting us. Do not fight. Resistance is futile.
- Resolve any issues with the team or an assessor as soon as possible. You will not agree with everything the team does. But an assessor will never make a decision without consulting the

team and will generally discuss an issue with the accreditation manager before reaching a final decision about compliance, file maintenance, applied discretion, etc. There just may be something the assessors are overlooking, and you deserve the benefit of the doubt.

- Do not isolate yourself. Be a part of the organization and get feedback. You may run into someone inside your organization that has great ideas. During the on site, the assessors are going to roam around and talk to people. Do not tag along, but offer a hand if needed.
- Enjoy yourself. The on-site assessment can be a particularly grueling process IF you let it be. It can also be a process where you learn, grow, and develop professionally. You find out that hundreds of other agencies, accreditation managers and CEOs have struggled through the same process.

That is the short list. If you want a longer list, take mock assessors out to lunch and ask about their experiences. If you want a successful on-site assessment, conduct your preparation in the manner befitting the professional organization you purport to represent. If you want to enjoy the process, think of how many accreditation managers move up in their organizations and what potential you have for your career. Think of how much work the re-accreditation is going to be for your successor!

Ray Scharf is a retired police sergeant and accreditation manager. He has a Bachelor of Science from Wittenberg University and a Master of Science from the University of Louisville. He attended the Southern Police Institute Administrative Officers Course and a number of other professional development courses. He works for a consulting firm specializing in public records and policy development. He has been involved in law enforcement accreditation since 1987. He conducted the first communications accreditation on site in 1999 and has conducted several mock on-sites for training accreditation. He currently works for the state of Ohio.

LIST OF KACP ACCREDITED AGENCIES

Agency	Year of Initial Accreditation	Agency	Year of Initial Accreditation
Jefferson Co. PD	1992	Independence PD	1999
Jeffersontown PD	1992	Morehead PD	1999
Bowling Green PD	1993	Versailles PD	1999
Western Kentucky University PD	1993	Fort Wright PD	2000
Fort Thomas PD	1994	Jamestown PD	2000
Kenton County PD	1994	Crescent Springs PD	2000
University of Kentucky PD	1994	Fort Mitchell	2000
Cincinnati/N.KY International Airport PD	1995	Campbell County PD	2000
Villa Hills PD	1995	Jefferson County Sheriff's Office	2000
Saint Matthew's PD	1996	Maysville PD	2001
Somerset PD	1996	Oldham County PD	2001
Anchorage PD	1996	Horse Cave PD	2002
Morehead State University	1996	Paris PD	2002
Covington PD	1996	Taylor Mill PD	2002
Erlanger PD	1997	Cave City PD	2002
Newport PD	1997	Lakeside Park/Crestview Hills P. A.	2002
Florence PD	1997	Glasgow PD	2002
Henderson PD	1997	Alexandria PD	2002
Owensboro PD	1997	N. KY Drug Strike Task Force	2003
Cold Springs PD	1998	University of Louisville PD	2003
Highland Heights PD	1998	KY Dept. of ABC/ Division of Enforcement	2003
Wilder PD	1998	Wilmore PD	2003
Benton PD	1998	Eddyville PD	2003
Calvert City PD	1998	Lexington Division of Police	2004
Shively PD	1998	Nicholasville PD	2004
Southgate PD	1998	Paducah PD	2004
London PD	1999	Russellville PD	2004
Boone Co. PD	1999	Boone County Sheriff's Office	2004

CALEA ACCREDITED AGENCIES IN KENTUCKY

Agency	Year of Intitial Accreditation	Type of Accreditation
Jeffersontown PD	1989	Law Enforcement
Newport PD	1998	Law Enforcement
DOCJT	2002	Public Safety Training Academy
KSP	2003	Law Enforcement

Continual Effort Needed to Maintain Accredited Status

*Major Robert Stack, Accreditation Manager
Lexington Division of Police*

There are nearly 600 public safety agencies in four countries that are internationally accredited by the Commission on Accreditation for Law Enforcement Agencies, Inc. In addition, there are more than 50 Kentucky agencies accredited by the Kentucky Association of Chiefs of Police. There are standards that are unique to each process, which means the two types of accreditation complement each other. Agencies that are successful in completing the accreditation process and maintain accredited status have common attributes that can be adopted by agencies beginning the accreditation process or struggling to complete it.

It's impossible to know just how many agencies begin the accreditation process, but never complete it. An even better kept secret is the number of agencies that achieve accredited status, but must forfeit it for failure to maintain compliance with standards. In the 10 years I've worked as an accreditation manager, assessor and team leader, I've observed several keys to successfully achieve accredited status and maintain it. I hope that sharing these keys will assist agencies that have made application for accreditation and those struggling to sustain it.

Key No. 1 CEO Commitment

The leader of the agency seeking accreditation must understand the process, commit to the process and be open to change. To understand the process, the sheriff or chief should join the accreditation manager in attending orientation training conducted by CALEA or KACP. The chief should permit the accreditation manager to attend accreditation training when it is offered at conferences, at least annually. In addition, understanding how other agencies completed the process can be accomplished by visiting accredited agencies and speaking with the CEO and the accreditation manager.

Agencies seeking or sustaining accredited status must examine

their own policy and practices to ensure they meet the standards. This is difficult, since policy and procedure must often change to comply with standards. For agencies entering the process for the first time, the self-assessment phase will help the agency identify gaps in policy, documentation, analysis and procedures. Commitment by the chief or sheriff includes supporting the recommendations of the person responsible for managing the process.

The accreditation manager must have the authority, resources and time to complete the assignment. I'll illustrate this point later in this article.

A critical part of CEO commitment is that which comes from the mayor. Without funding to cover the cost of accreditation fees and on-site assessment, the agency will not be successful in completing the process.

Key No. 2 Select the Right Accreditation Manager

Chiefs and sheriffs simply don't have the necessary time to compile documentation that demonstrates compliance with standards or rewrite policy. Instead, CEOs select a sworn or civilian accreditation manager for the project. Every successful agency I've encountered had a strong accreditation manager. By strong, I mean the manager had sufficient authority to require response from all areas of the agency.

The manager must have excellent administrative skills, supervisory and writing skills. The writing skills will be necessary when revising policy to meet standards. The pressure during initial accreditation and the first reaccreditation will be immense, so sheriffs or chiefs should select a manager who performs well under pressure.

Key No. 3 Establish Goals and Time Line

There are a lot of agencies that have been working to achieve accreditation for too many years. The reason for the protracted

The leader of the agency seeking accreditation must understand the process, commit to the process and be open to change.

process is that there is no time line for completion. An experienced accreditation manager will set goals and operate with a time line with minimal direction from the chief. During initial accreditation or after changing accreditation managers, the sheriff or chief should set measurable goals that the accreditation manager must meet. For example, a reasonable goal for a two-month period might be compiling the proofs for three to five chapters of the standards. As each goal is achieved, the time line for completing the process can be adjusted by the chief, if necessary. Without goals and a time line, it is possible to spend several years trying to become accredited with nothing to show for it.

Key No. 4 Intra- Agency Advice and Mock Assessment

No agency should try to go it alone in the accreditation process, particularly when seeking initial accreditation. It is perfectly acceptable to ask questions, obtain sample policy and review documents from agencies that have been accredited for several years. Some sample policies are best obtained from similar type/size agencies (e.g., Serving Legal Process). While critical policies related to core standards should be obtained from agencies that have very thorough procedures and well developed training programs (e.g., Use of Force Policy or Vehicle Pursuit Policy).

Prior to conducting the final assessment, it's essential to have experienced assessors visit your agency to conduct a mock assessment to ensure the department is on the right track and fully prepared for the official on-site assessment. Agencies that skip this step to save time or money often have unsuccessful on-site assessments.

Key No. 5 Sustain Accreditation Management

Most agencies that leave the process after receiving accreditation, do so prior to or during the first reaccreditation. The leading cause of this exodus is failure to maintain the process between assessments. Accreditation managers do not have the luxury of taking a few years off and getting the documentation together a few months before the next assessment. Maintaining accreditation is not a full-time job, but it is a continual process that cannot be ignored. I completed a graduate paper that determined why agencies lost or forfeited their accredited status. I sent surveys to former accreditation managers and CEOs of agencies all over the country. Agencies that responded to my survey on the topic were almost always less than honest about the reason they forfeited or lost their accreditation. However, all of the agencies were candid during telephone interviews. In all, more than 60 percent of the agencies dropped out of the process because the accreditation manager took a long break from the process, before preparing for the next assessment.

A Key to Failure

I conducted a CALEA assessment on a large agency that was

Wet ink: (wet ingk) adj.

When new policies and procedures are established for the initial accreditation process, C.A.L.E.A. doesn't automatically require documentation to show compliance with these new procedures. They are considered so new that the "ink on the paper is still wet." These are sometimes referred to as "wet ink" policies and C.A.L.E.A. understands that they may not have been in effect long enough for the agency to accumulate documentation of compliance. They assume that, in the future, agencies will comply with their own policies. For reaccreditation, however, an agency must provide documented proof of compliance with all applicable standards and policies.

unsuccessful, despite three previous accreditation awards. I wanted the agency to be successful and worked 12 to 14-hour days to assist the agency in the process. When I advised the chief that the assessment team would not recommend reaccreditation, I focused on non-compliance issues. However, the agency had issues discussed in each of the five keys previously noted in this article. For example, the chief was hired from outside the agency and had not developed an understanding of the process. The accreditation manager lacked leadership, authority, confidence and had marginal administrative skills. The agency rushed to compile documentation in the months leading up to the on site, which led to insufficient proof of compliance on many standards. The agency failed to comply with time-sensitive standards in multiple cases (e.g., annual performance evaluations), because no one kept track of the requirement. And finally, just prior to the on-site, the mock assessment was conducted by inexperienced and mostly non-certified assessors that advised the agency it was prepared for assessment.

I hope these keys to successfully achieving and maintaining accreditation will assist agencies that undertake the process. To have all law enforcement agencies, training academies and communications functions recognized as a profession, a combination of factors will need to exist – higher education requirements and accreditation. Recognition as a profession can only come from other professions, not those attempting to achieve it.

Answering the Call

The following law enforcement personnel answered the call, “What benefits have your department received or what changes have occurred at your department as a result of accreditation?”



John W. Bizzack

“The changes that come with accreditation are perhaps more felt and appreciated as an agency navigates the self-assessment phase and the final assessment. During this period people are more aware of how practical and sensible policies advance their organization, their careers and create a more sound infrastructure. The existence of sound written policies on which to continue to demonstrate proof of compliance keeps an organization aware of the benefits. The specific benefits for DOCJT are in both areas providing a template for consistent fairness in the management of people and organizational goals and direction.”

*Commissioner John W. Bizzack
Department of Criminal Justice Training*



Mike Ward

“I have taken three agencies through the accreditation process and the biggest benefit has been the decrease in political interference. It forces us to comply with policy.

The Law Enforcement Accreditation Program through the Kentucky Association of Chiefs of Police is an outstanding program regardless of your agency’s size. It simply takes commitment and leadership on the part of the chief executive and

a willingness to move the agency forward.

We sometimes pay a good deal of lip service to the term professional as it relates to our own agency, so why would accreditation benefit you? Let us look at that for a moment.

Peace Officer Professional Standards raised the bar in our state along with the untiring efforts of the Department of Criminal Justice Training to train young men and woman to meet these higher standards. We demand a better-trained officer coming out of the academy, but do we demand a better agency? If only I had a dollar for every time I heard “We do it this way because it has worked this way for years.”

The accreditation program gives us the ability to raise the bar from within our own organizations. We demand a lot from our personnel and, likewise, they should demand a lot from us.

Streamlining policies and procedures that conform with tried, true and tested standards across the state gives us an incredible degree of liability protection that cannot be purchased from any insurance company. In fact, most insurance companies will provide a liability discount for accredited agencies. We may look good and talk the talk, but not until we look within and evaluate every aspect of our organization will we be able to walk the walk.

What better form of community oriented policing could you provide than the assurance that your organization is doing things the right way? Give your community the best. Get accredited.”

*Chief Mike Ward
Alexandria Police Department*



Thomas J. Fromme

“The Newport Police Department has been accredited through the Kentucky Association of Chiefs of Police since 1997 and the Commission on Accreditation for Law Enforcement Agencies since 1998. These processes have brought about several positive changes to the department. One of the most important is the way that we do business. This agency thrives on community relations and being people oriented. This has changed the attitude

of how citizens in the community, and peers in the law enforcement community, view the agency.

The accreditation process with its state and nationally accepted standards not only ensures that the agency says it is doing something, but puts checks and balances in place to ensure that the agency is walking the talk. It gives the agency the tools that it needs to effectively make decisions concerning the budget, manpower, developing future plans and many other areas. The agency has also received monetary benefits from the accreditation process. The years prior to being accredited were riddled with lawsuits and high liability issues. The Kentucky Municipal Risk Management Association dropped the city from its insurance coverage due to these high claims. Since the agency has been accredited, KMRMA has taken the agency back into its insurance pool due to the decreased amount of lawsuits and liability claims. Other benefits include increased

Special Section

officer pay, better equipment, increased training and more accountability within the agency and community.

Professionalism begins with guidelines that state what is required to do the right thing. But it goes far beyond these guidelines. It has to be a mentality that is instilled in the men and women who work for you to make the accreditation process work. Without the support and hard, dedicated work of these professionals, the accreditation process would be impossible to maintain. My hat goes off to the men and women of the Newport Police Department and the hard work that they do every single day to maintain these high standards. These professional standards should be the norm for all law enforcement agencies around the world, and I highly recommend the accreditation process."

*Chief Thomas J. Fromme
Newport Police Department*



Fred Roemele

"When I became chief of the Jeffersontown Police Department on January 4, 1982, one of my goals was to have our department nationally accredited. In 1989, after 20 months of dedicated work by our sworn and civilian personnel, we completed a total of 716 required standards to be nationally accredited by the Commission on Accreditation for Law Enforcement Agencies. In 1992, we also completed the accreditation stan-

dards as established by the Kentucky Association of Chiefs of Police, making the Jeffersontown Police Department the first police department in Kentucky to be both nationally and state accredited.

Our department has seen numerous benefits from accreditation. By meeting professional standards, our department operates more efficiently, resulting in better service to our community and gives residents a lot of confidence in our department. With our sworn and civilian personnel working together for 20 months on this team project, it boosted morale and instilled pride in their accomplishment. Taxpayers get a break, as most accredited departments receive a 10 to 15 percent reduction on insurance premiums. Being an accredited police department, with required written standards, can assist with defense in civil suits in court. Our elected mayors and council members respect the accreditation process, which benefits with our budget requests each year. During the re-accreditation process, it gives the opportunity to review departmental policies and see if something needs to be added or changed."

*Chief Fred Roemele
Jeffersontown Police Department*



Chuck Melville

"The Northern Kentucky International Airport Police Department first got involved with the accreditation process in the early 1990s. In March 1995 we were the eighth agency in Kentucky to be accredited by the Kentucky Association of Chiefs of Police. Accreditation is a continuing process of research and review to ensure that the department stays current with its policies and procedures.

We have established a process that ensures that all areas of the department are reviewed and updated on a regular basis. This allows all members of the department to have the necessary tools and knowledge to properly and professionally provide police services to the airport community.

The accreditation has benefited not only the police department, but many of the procedures have been modified to apply to other sections of the airport board's staff. This allows our fellow community workers to also benefit from the process.

*Chief Chuck Melville
Northern Kentucky International Airport Police Department*



Gary Reese

"In 2004, the Paducah Police Department received accreditation through the Kentucky Association of Chiefs of Police. The process began in 2001 and involved a detailed self-analysis of more than 140 operational, organizational, and managerial practices and procedures.

The process has served as an impetus for updating and revising old, and sometimes outdated, policies and procedures. Various on-site facility improvements have also been made. The best example is the department's improvement in its handling, storage and accounting of evidence, which was later described by the accreditation inspection team as "outstanding."

In short, we believe the process has resulted in enhanced services to the citizens of Paducah as well as improving and making our workplace safer for our officers and civilian personnel. We have established better standards for performance and accountability and feel we have provided ourselves with a stronger defense against potential lawsuits. Finally, we feel the process has allowed us to improve our reputation within the community and provide our officers with a source of pride in belonging to an accredited organization.

*Assistant Chief Gary Reese
Paducah Police Department*

Accreditation Costs and How to Pay for Them

Abbie Darst
Public Information Officer

The cost of accreditation varies among programs and agency size, but for a lot of small agencies, the cost can be daunting. Therefore, it is important to know what is available to help cut costs and make the quest for accreditation just a little easier.

The Kentucky League of Cities offers Law Enforcement Safety and Liability grants to agencies that are members of the KLC Worker's Compensation Trust or Law Enforcement Liability Insurance programs. These grants can be used for a variety of program needs that will help reduce liability losses and improve employee safety in law enforcement agencies, including accreditation program fees. However, the KLC grants are reimbursements. An agency is expected to pay for the accreditation fees up front and if it receives a grant, KLC will reimburse the agency for 50 percent of the fee amount. For more information on grants available through KLC, contact Bill Hamilton or Patrick Dame at (800) 876-4552.

The national Commission on Accreditation for Law Enforcement Agencies approved the creation of the CALEA Agency Support Fund or CASF at its 2003 summer conference. The purpose of CASF is to award grants to selected agencies that want initial accreditation in law enforcement, public safety

communications, and public safety training, but are unable to do so because of lack of adequate funds.

Though the CASF grant is available to any agency that meets the CALEA-established criteria for participating in their accreditation programs, the grant is primarily directed at agencies with fewer than 50 full-time employees. The CASF grant program offers agencies a waiver for the administrative portion of their initial accreditation fees. However, on-site assessment fees will not be waived.

Agencies applying for consideration must be seeking initial accreditation and be a legally constituted state province, county or local government entity with a mandated responsibility to enforce laws, provide public safety communications services or provide public safety training. Agencies selected to receive a grant will be required to pay the \$250 application fee for law enforcement agencies or \$200 for public safety communications or training academies.

A grant application package can be ordered by contacting Planning/Research Coordinator Reginald Newell, extension 39. The package can also be downloaded by visiting their Web site at www.calea.org under the News & Events section.

Ohio Risk Management Group Pays Accreditation Fees

DOCJT Staff Report

Other states have jumped on the band wagon when it comes to supporting law enforcement agencies and helping them achieve their accreditation goals. The Commission on Accreditation for Law Enforcement Agencies recently participated in a seminar sponsored by the County Risk Sharing Authority of Columbus, Ohio and the Buckeye State Sheriffs' Association announcing an unprecedented financial support program for member-sheriff's offices. The risk management program supports the efforts of CORSA's 60-member sheriffs' offices to establish best practices in all areas of law enforcement.

In 2004, CORSA began paying the initial administrative and on-site assessment fees for any member-sheriff's office that pursued the CALEA Law Enforcement Accreditation or the CALEA Recognition Program. CORSA also plans to pay for the subsequent re-accreditation fees associated with maintaining their award.

CORSA and BSSA have also agreed to establish a Law Enforcement Best Practices Panel made up of Ohio sheriffs, former sheriffs and recognized outside experts. This panel will support the efforts of the sheriff's offices by providing training seminars, sample policies and additional services as identified by the participants.

Accreditation – Worth the Risk?

An In-depth Look at Insurance Savings for Accredited Departments

Paul Deines

John Brenner

Kentucky League of Cities

You may have heard about accreditation and probably have asked yourself, “Is it worth the effort?” Many elected officials and police executives ask this question. The accreditation process will take time, financial and staff resources. What will we have when we are finished? Is it worth it? Why do it?

We would like to answer these questions from the perspective of an insurance program. If we state the question – “Which is the better risk?” – we can categorically state that accreditation reduces risk and brings substantial financial and other rewards to the department and community it serves.

Background

KLC Insurance Services first offered law enforcement professional liability in July 1987. Recognizable differences in police agencies quickly emerged. Several agencies experienced no losses, while other agencies repeatedly faced liability claims far out of proportion to the agency size, and at rates unrelated to the character of the community served. Truly professional departments with strong leadership excelled in police-community relations, efficiency, policing elected official support and low losses. Why?

The KLCIS Board of Trustees recognized that departments that met state and national professional standards were better risks and offered premium discounts and grants in aid to support and maintain accreditation. Loss patterns clearly support this far-reaching decision. During the most recent 3-year period, accredited departments outperformed non-accred-

Agency Comparisons		
Comparison Data	Accredited	Non-Accredited
No. of Agencies	37	150
No. of Officers	982	1,186
Largest no. of Officers	109	70
Smallest no. of Officers	5	1
Claims per 100 Officers	.989	1.195
Average Claim Cost	\$14,460	\$23,452

ited departments in critical frequency of loss and loss severity indices.

KLCIS recognizes those differences and offers several incentives to seek and maintain accreditation:

- A 10 percent premium discount for the duration of the accreditation period.
- KLCIS Safety Grant Program to apply for and achieve accredited status.

What does the accreditation process do for an agency?

Accreditation offers an agency a tremendous opportunity to enhance its operational effectiveness and efficiency. For many agencies, a self-evaluation and comprehensive assessment of their performance is an unprecedented event. Virtually every aspect of the agency’s operation is assessed during the accreditation process. By satisfying the Kentucky Association of Chiefs of Police or Commission on Accreditation of Law Enforcement Agencies standards, a police department will illustrate that it operates within an established set of professional standards.

The KACP and CALEA Professional Standards are designed to increase:

- Law enforcement agencies’ capabilities to prevent and control crime.
- Agency effectiveness and efficiency in the delivery of law enforcement services.
- Cooperation and coordination with other law enforcement agencies and with other agencies in the Criminal Justice System.
- Citizen and employee confidence in the goals, objectives, policies and practices of the agency.

Although accreditation is not a panacea, it does offer several benefits.

- Establishes a credible benchmark for evaluating agency practices.
- Reduces agency’s liability exposure.
- Improves citizen/police relationships.
- Increases employee input.
- Broadens the perspective of managers and officers.
- Recognizes an agency’s competence.
- Improves property and evidence procedures.
- Gives guidance in correcting weak areas.
- Increases agency accountability.
- Enhances quality control.

Law enforcement executives who choose the accreditation process will have examined all aspects of their operations. They will have made conscious decisions about policies and procedures that fit the law enforcement requirements of their jurisdiction, will have implemented those policies and trained their employees in their use.

Accreditation does not reflect that one law enforcement agency provides better law enforcement services than a non-accredited agency. It does reflect that the accredited agency was carefully measured against an established set of standards and has met or exceeded acceptable practices in law enforcement.

Accreditation is an Important Step for the DOCJT

*David R. Hobson, Staff Assistant
CALEA Accreditation Manager*

Prior to his appointment in 1996 as commissioner of the Department of Criminal Justice Training, Dr. John W. Bizzack, a retired Lexington-Fayette Urban County Government Division of Police captain, served as the first accreditation manager for the department. Commissioner Bizzack also worked as a Commission on Accreditation for Law Enforcement Agencies assessor for many years.

Realizing the importance of accreditation, one of Commissioner Bizzack's first priorities was for the DOCJT to become certified under CALEA's Training Certification Program. The DOCJT began its work in 1997 and received its initial certification in 1998, and it was re-certified in 2001. The training certification process required compliance with 64 standards, but was intended for police agencies with internal training academies and not statewide or regional full-service public safety training academies. Many of these training academies requested a more comprehensive accreditation process for public safety training academies.

Since 1999, CALEA had been developing an accreditation program specifically for public safety training academies. CALEA established the Public Safety Training Academy Accreditation Advisory Committee, comprised of law enforcement training professionals, including representatives of the American Society for Law Enforcement Training and the International Association of Directors of Law Enforcement Standards and Training, to develop standards. CALEA commissioners approved the PSTAA Program at the San Diego Conference in November 2001.

The DOCJT actually began its work on the new accreditation program in October 2001 by establishing an accreditation team comprised of various employees from throughout the agency. The team was of sufficient number to handle the workload of researching and providing proofs of compliance. An accreditation team was not used during the certification process in 1997 due, in part, to the small number of standards (64) that we were required to comply with as well as the relatively small number of employees (70) at that time. The certification manager, with some assistance from another staff member, did the majority of the research and compilation of proofs of compliance for that first certification. Due to the greater number of standards (182) in the PSTAA program and a self-imposed deadline for an on-site in December 2002, it was impossible for one person to do all of the work. With the expanded number of employees now working at the DOCJT, it was feasible to create the accreditation team.

Accreditation team members were trained by the accreditation manager in the areas of file setup and the importance of proofs of compliance documentation. Software for tracking proofs of compliance and standards had to be created within the agency because CALEA's software had not been developed at the time the DOCJT began to work on the new program. Jerry Belcher, research and planning advisor assigned to the Staff Services and Planning Section, developed a Microsoft Access database to track and store the necessary accreditation information. The database featured hyperlinks to the Kentucky Revised Statutes, Kentucky Administrative Regulations and the Kentucky Personnel Cabinet Web

sites. These sites contained many of the written directives that were used as proofs of compliance. The database is still being used to track and store accreditation information.

After a mock on-site assessment was conducted in October 2002, with two CALEA-trained assessors, the DOCJT began its preparations for the actual on-site in December 2002. The mock on-site provided valuable information for the accreditation manager and his team to help prepare for the actual on-site. Two out-of-state CALEA assessors conducted the actual on-site assessment from December 14 to 18, 2002. Other than dealing with some offices and classrooms that were still being transitioned from the Funderburk Building to the newly constructed law enforcement complex, the on-site assessment went smoothly. Several agency employees participated in a panel review of standards in which they explained to the assessors how the DOCJT complied with certain standards. In addition to reviewing the accreditation files, the assessors also monitored various training classes and toured the facilities. During the exit interview, the assessors stated they would recommend that the DOCJT be accredited.

In March 2003, the DOCJT became the first public safety training academy to be accredited under the PSTAA program. Since that time the DOCJT has provided assistance to several academies across the country that are seeking accreditation under this program.

Being a state agency, the DOCJT had several policies and procedures in place that were applicable to the accreditation standards, but there were some areas that were deficient. For example, there were semi-formal safety procedures for high-risk training areas, but the accreditation standards required a more in-depth approach to safety, using designated safety officers and written procedures. An area that was non-existent was an early warning system to allow managers and supervisors to identify potential problem employees as soon as possible. Modeling its system after early warning systems used by law enforcement agencies, the DOCJT created a system that met the accreditation standard requirements. Other accreditation standards require that the DOCJT seek input from client agencies and their personnel via required client surveys and training needs assessments. These standards also require monitoring the transfer of learning from the classroom to the job.

Accreditation has made the DOCJT become a more professional organization because many of the standards require the agency to use the best business practices. These best business practices benefit not only the employees of the DOCJT but also all students who attend our training. Written directives and procedures required by the standards provide the proper guidance in the selection, promotion and discipline of agency employees as well as safe, efficient and properly documented training for students. Management at the DOCJT had always believed the agency was heading in the right direction in regards to the quality of training provided to our students and the quality of our employee work environment. Accreditation has provided the road map to ensure that we reach that destination.

CALEA Offers Public Safety Communications Accreditation

DOCJT Staff Report

One major component of a successful law enforcement agency is the public safety communications center that receives critical calls, records vital information about incidents and emergencies and dispatches local law enforcement officers to the scene of the call. In 1996, the Commission on Accreditation for Law Enforcement Agencies, recognizing that communications centers play such an important role in the field of law enforcement, joined together with the Association of Public-Safety Communications Officials-International to develop an accreditation program specifically for public safety communications agencies. APCO is the world's oldest and largest not-for-profit, professional organization dedicated to the enhancement of public safety communications, with a mission to promote governmental cooperation and foster the development of public safety communications through research, planning, training and education.

There are three different types of communications agencies that can participate in the PSCA program. An agency must meet one of the following criteria: Be a legally constituted governmental entity with a mandated responsibility to provide public safety communications services (stand alone agencies); be a component department of a public safety agency that provides communications services; or be a private agency with mandated public safety communications responsibilities, whose eligibility is determined on a case-by-case basis by CALEA.

In the PSCA program, an agency's size determines which

Initial Accreditation Fees

No. Full-time Employees	Service Charge	Estimated Assessment Charge
1-15	\$2,900	\$5,500
16-75	\$3,350	\$5,500
76-up	\$6,650	\$5,500

standards are applicable and the program participation fees. For stand-alone agencies, size is defined as the total number of authorized personnel. For communications services that are a part of another organization, (such as fire, law enforcement or EMS), size is the number of full-time personnel assigned to the communications function, plus one. However, there is a provision for a unique agency that, because of its mission, size, location or other factors, may not fit the paradigm.

The Public Safety Communications Standards Manual contains 216 standards organized into six chapters or topic areas: organization; direction and authority; human resources; recruitment and selection; training; and operations.

CALEA Spring Conference Scheduled for March

DOCJT Staff Report

The 2005 spring Commission on Accreditation for Law Enforcement Accreditation conference will be held in Birmingham, Alabama March 16 to 19. CALEA conferences are open to CALEA members and non-members. All individuals in attendance must be registered, and only individuals with an official name badge will be admitted to conference workshops.

Workshops include Introduction to the Law Enforcement Accreditation and Recognition Programs, Introduction to Public Safety Communications Accreditation Program and Introduction to Public Safety Training Academy Accreditation Program.

These workshops are designed to give first-time conference attendees and agencies a comprehensive overview of the processes involved in each of these programs. Other workshops include Preparing for an

On-site, a discussion of the duties and responsibilities of the accreditation manager with a focus on CALEA's process and requirements for an on-site assessment, and New Accreditation/Recognition Manager Training. This workshop will include a discussion of the role and responsibilities of the accreditation/recognition manager, as well as help agency accreditation managers gain an understanding of CALEA's five-step accreditation process.

Although the deadline for March conference registration has passed, all of the CALEA Conference workshops cover the same or similar topics. The other 2005 conference

dates and location are July 27 to 30 in Boston, Massachusetts and November 16 to 19 in Nashville, Tennessee. Visit www.calea.org for more information on future conferences and registration.



When Does Qualified Immunity Apply to Officers During a Search and Seizure?

Mike Nichols, Hart County Attorney



Mike Nichols

The Sixth Circuit Court of Appeals recently decided *Shamaeizadeh v. Cunigan, et al*, which held, based upon the facts of the case, police officers were not entitled to qualified immunity and exceeded the scope of a search. As a result, the officers face individual liability for civil damages in a 42 U.S.C. § 1983 suit. To avoid potential individual liability in similar situations,

law enforcement officials must be aware of this case.

Shamaeizadeh owned a house in Richmond. He and Theresa Schmitt occupied the main floor and rented the basement to Reed and Ford. Schmitt called the Richmond, Kentucky police to report a burglary. Officer Able (the officers real names are not used herein to prevent any embarrassment) arrived and Schmitt asked Able to search the residence. Able searched the main floor and found a broken door leading to the basement. Schmitt said she'd kicked the door open to use the phone. Schmitt entered the basement through the broken door and, explaining that the basement residents were on vacation, asked Able to check the basement.

Able searched the basement and detected a marijuana odor. He found locked rooms, but did not try to open them. Able called Assistant Chief Baker for assistance. While waiting on Baker, Schmitt told Able that she believed the basement residents were growing marijuana due to frequently strong marijuana odors. Baker arrived and Able advised him of his activity, with Schmitt participating in the conversation. She stated that she would look for keys to the basement doors.

Able and Baker conducted a second search of the basement. They did not ask Schmitt's permission, but she did not object. In addition to the marijuana odor, the officers

discovered marijuana cigarette butts, boxes of fluorescent lights and saw intermittent lighting in one of the locked rooms, which they believed was being used to grow marijuana. Schmitt arrived with keys, but none of them fit the locked doors.

Able and Baker called for a narcotics officer and Sgt. Decker was dispatched. Sgt. Charlie was also dispatched. All these officers conducted a third search of the basement. They did not ask Schmitt's permission, but she accompanied them in the search. During the third search, more paraphernalia was discovered.

Decker then obtained a search warrant for "any and all illegally possessed controlled substances including marijuana, both growing and processed, and any drug paraphernalia" and a fourth search of the residence was conducted. The officers opened the locked basement doors and found 393 marijuana plants and seized paper records, receipts, bank records, insurance records, tax papers, ledgers and jewelry. A Detective Elo obtained a second warrant to search the house and two vehicles.

Shamaeizadeh, Reed and Ford were indicted on federal drug charges. They moved to suppress the evidence seized in the first warrant. The district court found that Able's initial warrantless search was constitutional due to exigent circumstances, but held the second and third searches unconstitutional. The district court redacted Decker's affidavit supporting the first search warrant to reflect only the facts obtained during Able's first search and his discussions with Schmitt. The district court concluded that the redacted affidavit provided probable cause to search the residence's main floor for drug activity, but not probable cause to support a warrant for the basement. The district court then suppressed the evidence seized from the basement and the government dismissed the charges.

After the criminal charges were dismissed, Shamaeizadeh filed a 42 U.S.C. § 1983 civil suit against the city of Richmond, the Richmond Police Department, and five

individual police officers – Able, Baker, Charlie, Decker and Elo. The district court entered summary judgment in favor of all civil defendants and dismissed the civil suit. However, on appeal the Sixth Circuit Court of Appeals reversed the district court and held that the officers were not entitled to qualified immunity pertaining to the second and third searches and that the officers exceeded the scope of the first search warrant and remanded these issues to the district court. The officers now face potential individual liability. What follows is an analysis of the Sixth Circuit Court’s decision which exposes law enforcement officials to individual liability. An understanding of the court’s reasoning can prevent future law enforcement officials from facing civil liability.

1. Qualified Immunity

Government officials performing discretionary functions have qualified immunity from liability for civil damages insofar as they do not violate clearly established constitutional rights of which a reasonable person would have known.

Qualified immunity involves a three-step analysis: (1) whether the facts show that a constitutional violation has occurred; (2) whether the violation involved a clearly established constitutional right which a reasonable person would have known; and (3) whether there is sufficient evidence to indicate that what the official allegedly did was objectively unreasonable in light of the clearly established constitutional rights.

The Sixth Circuit Court considered whether the officers were entitled to summary judgment on this part of Shamaeizadeh’s claim pertaining to the second and third searches either on the merits or on grounds of qualified immunity. The officers argued that the second and third searches were constitutional because: (1) Schmitt gave continuing consent; (2) exigent circumstances existed; or (3) plain view applied. If any of these exceptions to the Fourth Amendment warrant requirement existed, the searches were constitutional.

a. Consent

Consent from a person whose property is to be searched or from a third party who possesses common authority over the premises authorizes a search. Yet even with consent, the scope of a search is limited by the terms of its authorization. The Fourth Amendment requires that the

scope of an authorized search be particularly described. The scope of consent turns on what a reasonable person would have understood by the exchange with the officer. As long as an officer has an objectively reasonable belief that the search was within the course of consent, the search is valid.

The officers argued that Schmitt gave continuing consent which authorized all three warrantless searches. Continuing consent allows officers to execute subsequent, closely-related searches in the absence of an objection because silence permits an inference that the initial consent continued. However, a search ends when subsequent entries into the premises are not reasonable continuations of the original search. Thus, if the first search was constitutional because of Schmitt’s consent, the search ended when it exceeded the scope of her consent to a search for an intruder. The Sixth Circuit Court held that while continuing consent might extend throughout separate searches closely related in time and purpose, the second and third searches in this case exceeded the scope of Schmitt’s initial consent.

The Sixth Circuit Court believed that when Able requested narcotics officers the search became a new search for drugs, rather than a reasonable continuation of the constitutional search for a burglar. The court felt that the officers could not have had an objectively reasonable belief that the second and third searches were within the scope of Schmitt’s consent to search for an intruder. The officers admitted that they did not request her consent when additional officers arrived to search the residence and that Schmitt did not articulate consent. Schmitt’s request that Able search for a burglar does not objectively indicate consent for Able to call in a supervisor and execute a second search or for Able to call in experienced narcotics officers to execute a third search. Because the second and third searches exceeded the scope of Schmitt’s consent, the Sixth Circuit Court held they were unconstitutional.

b. Exigent Circumstances

Warrantless entries are permitted under exigent circumstances, which exist when immediate and serious consequences would occur were an officer to delay action to get a warrant. Exigent circumstances are measured by a standard of objective reasonableness, whether the facts are such that an objectively reasonable officer confronted with the same circumstances could reasonably believe that exigent

See Warrantless Entries, page 78

Warrantless Entries: Permitted with Exigent Circumstances

Continued from page 77

circumstances existed. Exigent circumstances usually exist in one of three situations: (1) hot pursuit; (2) an immediate threat to officers or the public; or (3) to prevent the destruction of vital evidence.

The Sixth Circuit agreed that exigent circumstances existed during Able's initial search for an intruder. The officers claimed that the second and third searches were necessary because the burglar may have been hiding in the basement. However, at a suppression hearing in the criminal case, Able testified that he called for backup because he detected a marijuana odor when he entered the basement, not to assist in searching for an intruder. The Court also found that calling for a narcotics expert to conduct the third search undercuts the claim that an intruder created exigent circumstances. The Court found these facts such that an objectively reasonable officer could not have reasonably believed that exigent circumstances existed.

The officers' suspicion that marijuana was being grown in the basement failed to create new exigent circumstances justifying a search. During the second and third searches, the officers were not in hot pursuit of a suspect or threatened by a suspect. The only arguable exigent circumstance was a need to prevent the destruction of vital evidence. But the Sixth Circuit dismissed the officers' argument that they were attempting to prevent the destruction of vital evidence because they were not even certain of what evidence they were searching for at the time – the second and third searches were fishing expeditions for evidence of a drug crime.

Because the exigencies justifying the first search did not continue and because new exigencies did not arise to justify the second and third searches, the Sixth Circuit found that exigent circumstances did not justify the searches.

c. Plain View

Plain view requires that evidence be: (1) in plain view; (2) of a character that is immediately incriminating; (3) viewed by an officer lawfully located in a place from where

the object can be seen; and (4) seized by an officer who has a lawful right of access to the object. Although plain view would have justified Able's seizure of immediately incriminating drug paraphernalia during the first search, it did not justify the second and third searches. For the exception to apply, an officer seizing an item in plain view must be lawfully located. Because the officers were not lawfully in the residence during the second and third searches, plain view does not apply. The Sixth Circuit held that the officers violated Shamaeizadeh's constitutional rights by seizing items in plain view while the officers were unlawfully present in his residence after the initial search.

Because none of these exceptions to the Fourth Amendment warrant requirement apply, the Court concluded that when viewed in the light most favorable to the officers, the second and third searches were unconstitutional. Furthermore, the Court held that the officers were not entitled to qualified immunity because their unconstitutional conduct involved a clearly established constitutional right of which a reasonable person would have known. The justification for a search determines its scope and seized evidence may not be introduced if it was discovered by a search which was not reasonably related in scope to the justification for its initiation. A reasonable person would have known that the scope of a search is limited by the terms of its authorization. While exigent circumstances justify police conduct that would be unreasonable if taken without a warrant, such conduct must be strictly limited by the initial exigent circumstances. A reasonable officer therefore could not have objectively considered the consent or exigencies justifying the warrantless search to have extended beyond Able's initial search of the residence. Finally, the plain view exception cannot serve to justify an otherwise unconstitutional search. As a result, the Sixth Circuit concluded that the officers' second and third warrantless searches violated a clearly established constitutional right of which a reasonable person would have known. Shamaeizadeh offered sufficient evidence to indicate that what the officials allegedly did was objectively unreasonable in light of the clearly established constitutional rights.

As the Sixth Circuit held that the second and third searches were unconstitutional, the Court concluded that the officers were not entitled to summary judgment on Shamaeizadeh's § 1983 claims pertaining to the second and third searches either on the merits or on grounds of qualified immunity and reversed and remanded this issue to the district court.

2. Wrongful Seizure During Execution of the First Warrant

The district court held that the officers did not unconstitutionally seize items outside the scope of the first warrant. In their first search pursuant to a warrant, the officers seized paper records, receipts, bank records, insurance records, tax papers, ledgers and jewelry. The warrant limited the scope of the officers' search to "any and all illegally possessed controlled substances including marijuana, both growing and processed, and any drug paraphernalia."

Seizing items beyond the scope of a warrant's authorization violates the Fourth Amendment. The Sixth Circuit Court held that no reasonable officer could have believed that these jewelry and documents were within the scope of the warrant or evidence of a crime. Generally, officers are obligated to secure an additional warrant if they want to seize things not included in a warrant. However, where a warrant justifies an officer's initial intrusion and the officer in the course of the search comes across other articles of incriminating character, the plain view doctrine may permit the warrantless seizure.

Assuming that the officers were executing a valid warrant and thus were legally in a place where they saw the jewelry and documents in plain view, the court held that seizure of these items during the execution of the first warrant was nevertheless unconstitutional because their incriminating character was not immediately apparent as an objective matter. In determining whether probable cause is immediately apparent upon viewing an object, three factors are considered: (1) the nexus between the seized object and the items particularized in the warrant; (2) whether the intrinsic nature of the seized object gives probable cause to associate it with criminal activity; and (3) whether probable cause is the direct result of the executing officer's instantaneous sensory perceptions.

The officers argued that probable cause to seize the jewelry was immediately apparent because they reasonably believed that the jewelry was derived from the profits of drug crimes. Although an officer need not be sure an item in plain view is contraband in order to seize it, when a suspicious item requires further investigation to establish probable cause to link it with criminal activity, the item is not immediately incriminating. Nothing about the intrinsic nature of the jewelry gave the officers cause to link it with the drug activity under investigation. Because further investigation was necessary to establish probable cause of

the existence of a relationship between the jewelry and illegal drugs, the Sixth Circuit concluded that there was no clear nexus between the jewelry seized and the items particularized in the search warrant.

The officers also argued that probable cause to seize the documents was immediately apparent because the documents suggested that Shamaeizadeh had multiple identities and was forging instruments. With respect to the documents, reasonable officers could not believe that probable cause was apparent as a direct result of the officers instantaneous sensory perception of the objects. To have probable cause for linking the seized documents with possible criminal activity, the officers would have required far more than an instant to conclude that any of the documents implicated criminal activity. The court likewise concluded that plain view did not apply to the seizure of the documents.

The Sixth Circuit Court held that the officers violated a clearly established constitutional right of which reasonable persons would have known, the right to be free of seizures beyond the scope of a warrant, in the absence of an exception to the warrant requirement such as plain view. Moreover, the undisputed evidence indicated to the court that the officers' seizure of these items was objectively unreasonable in light of these clearly established rights. As a result, the Sixth Circuit Court held that the officers were not entitled to qualified immunity with respect to Shamaeizadeh's claims of wrongful seizure and remanded this issue to the district court.

In conclusion, as with many cases pertaining to law enforcement, the issue is not whether we agree with the decision. Instead, the issue is working within the framework of the decision to not merely defend against individual liability in a civil case, but to insure that criminal cases are prosecuted to a successful completion. In this prosecutor's opinion, the key lessons from the Sixth Circuit Court's decision are: (1) when in doubt, obtain consent to search; (2) when in doubt as to the scope of the consent, obtain additional consent; (3) when in doubt as to the scope of the search warrant, make sure it particularly describes the areas to be searched and the objects to be seized; (4) when in doubt as to the scope of an existing search warrant, obtain a subsequent search warrant; and (5) if doubts continue to arise, contact the prosecutor's office from the scene.

DOCJT Legal Update

Breath Analysis Operators

Kenneth Alexander, Staff Attorney
Thomas Fitzgerald, Staff Attorney
Legal Training Section

Modifications to two administrative regulations proposed by the Kentucky State Police became effective May 24, 2004 and effect certified breath analysis operators and other officers enforcing the DUI laws of this state: Regulations “020” (“Breath alcohol analysis instruments” – End Note 1) and “030” (“Administration of breath alcohol tests and chemical analysis tests” – End Note 2) of Chapter 8, Title 500 of the Kentucky Administrative Regulations (cited as “500 KAR 8:020 and :030 herein”).

Both regulations were amended to comply with federal standards. The amendments in 500 KAR 8:020 are minor and deal with the accuracy standards of breath analysis instruments (see Section 2). The amendments in Section 2 in 500 KAR 8:030 ban the use of Ethyl alcohol (ethanol) to clean the skin when a blood sample is collected bans the use of anticoagulants or preservatives in blood collecting containers.

The amendments in Section 3 of 500 KAR 8:030 address a problem that had developed with several courts and have a greater impact on DUI enforcement. KRS 189A.005 does not contain a standard for measuring alcohol in urine and urine samples have generally not been admissible in court for alcohol levels. The old regulation required two voidings of the bladder: the first voiding to be tested for substances other than alcohol; only the second voiding was to be tested for alcohol. Therefore it did not seem to be logical to require a second voiding if testing for substances other than alcohol. In several cases where either the officer did not request or the subject was unable to give a second voiding the presiding judge threw out the case – since the regulation required it, the court was going to require it. The amendments, requiring only a single sample, should correct this problem. Testing of the first sample for alcohol as permitted under amended Section 3 may be attacked by defense attorneys as being unreliable, but this should not alter much. Since urine testing is not admissible in court (there is no standard), what law enforcement may have lost should be outweighed by the ease of obtaining only one test and the increased difficulty for the defense in attacking such testing.

We encourage you to discuss these administrative regulations changes with your local prosecutors for additional advice.

End Note 1

500 KAR 8:020. Breath alcohol analysis instruments.

Section 1. (1) Department of State Police shall be responsible

for the purchase of breath alcohol analysis instruments and related units.

(2) All breath alcohol analysis instruments and related units owned by the state used pursuant to KRS Chapter 189A shall be assigned to the Department of State Police.

Section 2. (1) A breath alcohol analysis instrument shall be accurate within plus or minus 0.005 or plus or minus five (5) percent, whichever is greater, alcohol concentration units reading to be certified. To determine accuracy of instruments, a technician trained or employed by the Department of State Police shall perform analyses using a certified reference sample at regular intervals.

(2) All breath alcohol analysis instruments shall be examined by a technician trained or employed by the Department of State Police prior to being placed into operation and after repairs of any malfunctions.

End Note 2

500 KAR 8:030. Administration of breath alcohol tests and chemical analysis tests.

Section 1. The following procedures shall apply to breath alcohol tests:

(1) A certified operator shall have continuous control of the person by present sense perception for at least twenty (20) minutes prior to the breath alcohol analysis. During that period the subject shall not have oral or nasal intake of substances which will affect the test.

(2) A breath alcohol concentration test shall consist of the following steps in this sequence:

- (a) Ambient air analysis;
- (b) Alcohol simulator analysis;
- (c) Ambient air analysis;
- (d) Subject breath sample analysis; and
- (e) Ambient air analysis.

(3) Each ambient air analysis performed as part of the breath alcohol testing sequence shall be less than 0.01 alcohol concentration units.

Section 2. The following procedures shall apply regarding chemical tests of blood for alcohol or other substances:

(1) The blood sample shall be collected in the presence of a

peace officer, or at the direction of the officer, another person who can authenticate the sample.

(2) The blood sample shall be collected by a person authorized to do so by KRS 189A.103(6).

(3) The blood sample shall be collected by the following method:

(a) Ethyl alcohol (ethanol) shall not be used to clean the skin where a blood sample is to be collected.

(b) Blood collecting containers shall not contain an anticoagulant or preservative which will interfere with the intended analytical method.

(4) Individual blood collecting containers shall be labeled to provide the following information:

(a) The name of the person from which the blood sample is collected;

(b) The date and time the blood sample is collected;

(c) The name of the person and agency collecting the blood sample;

(d) The name of the officer and agency requesting the collection of the blood sample; and

(e) The complete uniform citation number if available.

(5) The blood sample shall be delivered to a forensic laboratory branch of the Department of State Police or other clinical laboratory as designated by the State Police.

Section 3. The following procedures shall apply regarding chemical analysis of urine for substances of abuse including alcohol:

(1) A urine sample shall be collected in the presence of a peace officer, or at the direction of the officer, another person who can authenticate the sample. The witnessing person shall be of the same sex as the person providing the urine sample.

(2) The urine sample shall be collected from the subject person's voiding of his or her bladder. This urine sample may be tested for substances of abuse or impairment including alcohol.

(3) The urine sample shall be collected in clean, dry containers. Preservatives shall not be used.

(4) The urine sample container shall be labeled to provide the following information:

(a) The name of the person from whom the urine sample is collected;

(b) The date and time the urine sample is collected;

(c) The name of the person and agency collecting the urine sample;

(d) The name of the officer and agency requesting the collection of the urine sample; and

(e) The complete uniform citation number if available.

(5) The urine sample shall be delivered to a forensic laboratory branch of the Department of State Police or other clinical laboratory as designated by the State Police. (18 Ky.R. 565; Am. 1132; eff. 11-8-91; 30 Ky.R. 2103; 2291; eff. 5-24-2004.)

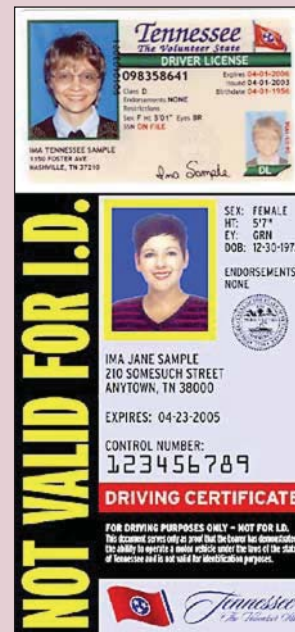
Tennessee Driver's Certificate

Shawn Herron, Staff Attorney
Legal Training Section

On July 1, 2004, the Tennessee Department of Safety began issuing Certificates of Driving. This document is intended to provide driving credentials only for individuals who reside in Tennessee but who do not qualify for a regular operator's license. These individuals include foreign nationals on work or temporary visas as well as individuals who are not legally in the United States.

A Certificate of Driving specifically authorizes the individual to drive only in Tennessee, and is not intended to be used for any other purpose whatsoever, such as identification for check cashing. Kentucky officers who encounter a driver who presents this document might consider a citation for no operator's license under KRS 186.410, as well as any other applicable charge. Although the Tennessee Department of Safety indicates on its Web site (www.tennessee.gov/safety/newdlpolicyfaq.htm) that this certificate will be honored in other states, if Kentucky honors this certificate, it would permit foreign nationals who are not legally in the United States to obtain a Tennessee Certificate of Driving and drive in Kentucky when they would not be permitted to obtain any type of driving credential in Kentucky. (Note that Kentucky does permit foreign nationals who hold temporary visas to obtain a Kentucky operator's license that is valid only for the length of their legal residence, and temporary foreign visitors who are legally in the United States may also use their home operator's license to drive in Kentucky, pursuant to KRS 186.430.)

Kentucky law enforcement agencies are strongly advised to discuss the matter with their county attorney prior to pressing such charges.



Top: Tennessee driver's license. Bottom: Tennessee Certificate of Driving.

SUBMITTED/TENNESSEE DEPARTMENT OF SAFETY

Technology Expo Deemed a Success

Inaugural Event Sponsored by National Institute of Justice



Chief Thomas Bennett of the Richlands Police Department in North Carolina tests out the driving simulator during the technology display held on the final day of the National Institute of Justice Rural Law Enforcement Technology Institute and Exposition.

Abbie Darst
Public Information Officer

Chiefs, sheriff's and agency representatives from all over the country, some from big cities, some from one-stop-light towns, others with international police experience all gathered at the Department of Criminal Justice Training in December for the same reason –to better their agencies through technology. The DOCJT hosted the National Institute of Justice Rural Law Enforcement Technology Institute and Exposition December 7 to 9.

The first of its kind to be held in Kentucky, the three-day conference has been heralded as a success by all involved.

"It was excellent," said Rod Maggard, director of the Rural Law Enforcement Training and Technology Center in Hazard. "It went better than expectations and expectations were pretty high."

Maggard was one of several individuals involved with putting together the conference, which con-



ABBIE DARST/DOCJT

Observers at the technology display ask questions about the flashlight/camera that was demonstrated during the display.

sisted of presentations from numerous individuals, including Michael O' Shea, the NIJ program manager, about the newest and hottest technological benefits in law enforcement today. Topics included technology and free services offered by NIJ, surplus property programs and grant writing.

"It was a very informative seminar," Wilmore Dep. Chief Bill Craig said. "It offered very valuable information on avenues we could take to get technology for our agencies."

The participant technology presentations were perhaps the most valuable component of the conference, Maggard said after reading the participant critique forms. "They learn from each other and they learned that RuLETC can do things for them for free," Maggard said.

A portion of the RLETI was set aside for par-

ticipants to identify technologies that enable their officers to complete their tasks, or prevent them from being able to efficiently perform their duties. Participants also gave a description of their agency and jurisdiction, which allowed for networking discussions among the participants and identified several items that other participants could relate to, such as current challenges being encountered, lessons learned, and potential solutions. Participants considered the interaction and exchange of information to be very helpful.

Despite hosting 22 participants from as far west as Arizona and Washington and as far east as New York and Maryland, and numerous places in between, the critiques were consistent in positively affirming the usefulness of the conference. The only aspect many saw lacking was the insufficient amount of time they were able to network with representatives from other agencies. Craig agrees. "I think they should extend the time to network back and forth with each other," he said.

With so many new faces and differing ideas and strategies, there was a lot to be gained from one another, he said.

On the last day of the seminar, there was a technology display open to the public. From traveling restroom facilities to high-power binoculars, the display room featured some of the latest in law enforcement technology. Also a part of the display, were driv-

ing and firearms training simulators located outside of the building.

Maggard expressed his appreciation of the DOCJT for hosting the event. "It's the first of its kind and I hope to continue," he said.

"It was a very informative seminar. It offered very valuable information on avenues we could take to get technology for our agencies."

**Dep. Chief Bill Craig
Wilmore Police Department**

It's Phishing Season

Discovering How to Identify and Avoid Bogus Web site Scams

Phishing (pronounced: fishing) may lend itself to corny headlines, but it describes a serious, sophisticated practice in which Internet con artists — using bogus e-mails and Web sites designed to look like those of legitimate companies, banks or government agencies — trick unwitting customers into divulging sensitive financial and personal information.

Staff at the Cyber Science Laboratory in Rome, New York, have been gathering information on this phishing epidemic for many months to share with law enforcement agencies throughout the United States. Funded by the National Institute of Justice to be a national resource center in the fight against cyber crime, CSL has begun to get requests for training, assistance and outreach on this proliferating online crime.

In a typical phishing scam, the perpetrator copies the Web page code from a well-known site (such as eBay, Citibank or AOL) and uses it to set up a replica page, complete with company logo, fonts, styles and links to mimic the real company Web pages. He or she then uses spamming techniques to send a million or more e-mails with a single click. The e-mails advise Internet users that their billing information needs to be confirmed or updated because of a technical or security problem and directs them to click on a hyperlink to reach the official corporate or institutional Web site.

In actuality, the link sends them to the scammer's look-alike page. Once there, the user is asked to provide credit card information, password, personal identification number, Social Security number, mother's maiden name and other closely guarded data. Armed with this information, the scammer can proceed to run up charges in the user's name, empty bank accounts, apply for loans or new credit cards and commit many other types of identity theft.

According to the Anti-Phishing Working Group, an industry watchdog organization, consumer phishing attacks are on the rise. In April 2004, 1,125 unique new attacks were reported — an increase of 180 percent over the previous month. (The number of attacks may even be higher, because APWG can

only report the number of scams they hear about.) The group estimates that about 5 percent of phishing e-mail recipients take the bait, but if one million e-mails are sent out, 50,000 people will be victims.

Gartner, Inc. (<http://www4.gartner.com/Init>), an information technology research firm, estimates that:

- More than 57 million Internet users in the United States have received some sort of e-mail related to a phishing scam.
- Close to 2 million checking accounts have been exploited.
- Annual losses associated with phishing exceed \$2 billion.

In July 2004, CSL's Jeffrey Isherwood discussed phishing scams at a meeting of the U.S. Secret Service's Electronic Crimes Task Force during a cyber crime seminar in Charlotte, North Carolina. Isherwood covered such topics as how to spot phishing e-mails, tools for analyzing e-mail headers and tracking phishing e-mail to its source and the need for law enforcement agencies to educate the public about phishing.

"Public awareness is the key, as it is in [fighting] all types of crime," Isherwood said. "People need to be suspicious of any e-mail that solicits credit card or other confidential information; that is not how legitimate companies work." And he cautions that those receiving a phishing e-mail should not click on the hyperlink and should not send a hard copy to report the incident; rather, they should forward the e-mail as an attachment to an appropriate resource (see *If You Get Hooked...*). To trace a bogus e-mail, investigators need to look under the hood at the code beneath the headers to figure out its source — not a simple task. Phishing e-mails are often relayed through dozens of servers in an attempt to hide the sender's true location.

Law enforcement agencies interested in learning about the methods of phishing scammers and the resources available to thwart them can contact the Cyber Science Laboratory at (888) 338-0584 or register at www.cybersciencelab.com.

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If You Get Hooked...

If you receive a possible phishing e-mail, do not respond to it. Send copies of the e-mail to the Federal Trade Commission at uce@ftc.gov and to the Anti-Phishing Working Group at reportphishing@antiphishing.org. Also send a copy of the e-mail to the abuse e-mail address at the company that is being spoofed (e.g., spoof@ebay.com).

If you have already disclosed your personal information to a possible phishing e-mail or Web site, immediately file an online complaint with the Internet Crime Complaint Center (a joint project of the FBI and the National White Collar Crime Center) at <http://www.ic3.gov>. Also go to the FTC's identity theft Web site at <http://www.consumer.gov/idtheft> and follow the directions there for reporting information to credit bureaus, credit card companies and law enforcement.

In addition, an article titled "Protect Yourself Online" in the September 2004 edition (Vol. 69, No. 9) of Consumer Reports offers information and resources regarding phishing scams, computer viruses, junk e-mail (spam) and spyware.

Attorney General Ashcroft Announces Bulletproof Vest Safety Initiative

Department of Justice

On November 18, 2003 Attorney General John Ashcroft announced a Department of Justice initiative to address the reliability of body armor used by law enforcement personnel and to examine the future of bullet-resistant technology and testing.

"The safety of our nation's law enforcement officers is of the utmost importance," Ashcroft said. "Criminals with weapons pose a constant threat to our law enforcement officers. We have seen routine traffic stops result in unexpected armed confrontations and armed robberies resulting in shootouts. As all law enforcement organizations know, bulletproof vests exist to save the lives of law enforcement officers. Since their introduction over 30 years ago, the vests have saved more than 2,700 lives."

The Attorney General has directed the Department of Justice to take the following actions:

- Examination and Report The National Institute of Justice will immediately initiate examination of Zylon-based bullet-resistant vests (both new and used). Upgrade kits provided by manufacturers to retrofit Zylon-based bullet-resistant vests will be included in the study. NIJ also will review the existing process by which bullet-resistant vests are certified to determine if the process needs modifications. NIJ reported to the attorney general within 90 days on status and activities.
- Information The Office of Justice Programs will make available to the law enforcement community up-to-date information about bullet-resistant vests, including information from NIJ's examination, research and testing, manufacturers' statements and other relevant information. This information will be provided on the Web site of the Bulletproof Vest Partnership Grant Program administered by the Bureau of Justice Assistance. In addition, state and local law enforcement agency grantees and law enforcement associations will be contacted as new information becomes available.
- Summit OJP will convene a summit within 120 days with representatives of federal, state, local and tribal law enforcement; law enforcement associations; manufacturers of bullet-resistant fabric and equipment; and standards and testing organizations. Summit participants will review the information available from NIJ's examination, including the suitability of Zylon-based bullet-resistant vests for law enforcement use and the effectiveness of NIJ's certification process. Summit participants also will consider the future of bullet-resistant technology and testing technology.
- Replacement OJP will work with state and local law enforcement agencies that have purchased Zylon-based bullet-resistant vests to ensure they are fully aware of all information available about the product and, if necessary, will assist them in their efforts to replace any defective equipment.

TECH

Law Enforcement Support

MetroLink Cameras Help Police Nab Killing Suspect

St. Louis Post-Dispatch (01/15/05) P. 12; Goodrich, Robert
 Belleville, Missouri police used footage recorded by a MetroLink security camera to help identify 24-year-old Curtis J. Richard as the killer of Ronald S. Curtis, a 59-year-old Air Force retiree. Police searched the images taken by the camera because they theorized the suspect had taken the train. Richard, who has served two terms in prison, closely matched the description given by witnesses of the assailant, who shot Curtis. Richard could face the death the death penalty, if convicted. www.stltoday.com/stltoday/news/stories.nsf/metroeast/story/4ED6C084CDB366EF86256F8A001DEB

56?OpenDocument&Headline=MetroLink+cameras+help+police+nab+killing+suspect&highlight=2%2Cmetrolink%2Cc cameras%2Chelp

New Tools Bring Science Into Police Work

Riverside Press-Enterprise (CA) (01/16/05) P. B1; DeCarlo, Paul
 The Beaumont, California, Police Department is using cutting-edge technology to investigate crime and traffic scenes. The department spent \$13,000 on "total station" technology that is normally used by surveyors and engineers. The equipment is manufactured by Aokkia and Beaumont police were trained to use the technology by a representative of the company, law enforcement applications manager Duke Dutch. The technology uses lasers and prisms to provide exceptionally accurate documentation of on-scene evidence. Dutch says he has trained about 200 U.S. law enforcement agencies to use the equipment. At least seven other California law enforcement departments are using total station technology, including the Fontana Police Department, which has used the technology for the last five years. Fontana officer Wayne Blessinger, part of the department's major accident investigation team, says that the total station equipment has helped cut the time it takes to investigate accident scenes by at least half. In addition, the total station provides a picture story of the collision and step-by-step diagrams, making evidence much more presentable in court. www.pe.com/localnews/pass/stories/PE_News_Local_ptotal16.a1c53.html

Police Praise Taser Option

St. Paul Pioneer Press (01/16/05) P. 1B; Gottfried, Mara H.
 Over 200 law enforcement departments in Minnesota have Tasers, weapons which look like small guns that shoot an electrical charge

that temporarily halt a person in his tracks. Police state that Tasers provide them with a nonlethal-force alternative and can save lives. The 82 Tasers the Minneapolis Police Department owns are mostly earmarked for its critical incident team, though they intend to begin dispensing them to patrol officers in 2005. Police in St. Paul started 2004 with 100 Tasers and purchased another 46 during the year. Though Tasers have been criticized across the country by human rights activists, the St. Paul Police Department has never gotten a complaint. In addition, St. Paul police stress that Tasers have saved a minimum of four lives, including an officer's. In one case, a man was screaming at police to shoot him, and police had information that he was armed and they could not get him to back down. Paul Schnell with the St. Paul Police Department notes that if the man had kept up with his combative stance, someone could have gotten hurt, but that the use of Tasers on the suspect resulted in the man being peacefully arrested. www.twincities.com/mld/twincities/news/10649984.htm?1c

Police to Get Faster Data Access in Connecticut

Hartford Courant (01/17/05); Kovner, Josh
 Connecticut law enforcement agencies will share a combined criminal information database and browser-based query system that will improve officer safety by giving them more detailed information about suspects. Officers still need names of suspects before they can check the system, but it will save them from having to make different searches to find out whether people have an outstanding warrant, a protective order against them, a court case pending, a history of violence, or are on probation. The COLLECT system will enable officers to access back-end information through a browser interface similar to that used for surfing the Web. Police used to rely on a green screen system that ran off a single mainframe. The other initiative, dubbed Offender Based Tracking System, will combine information from state criminal records, court records, prison information, re-arrest warrants, and other registries or databases. Civil liberties groups worry that the consolidated database will increase the danger of misuse or incorrect information, but officials say the system is safe because input and changes can only be made from special terminals and all users must be trained and certified. Discussion about police safety has increased recently since Newington Police Officer Peter Lavery was killed by a man while responding to a domestic violence call. www.ctnow.com/news/local/hc-offendertrack0117.artjan17,1,4082972.story?coll=hc-headlines-local

Cameras Are Newest Weapon in New Orleans Police Arsenal

New Orleans Times-Picayune (01/14/05) P. 1; Donze, Frank

New Orleans police are installing surveillance cameras at various locations in the city to monitor possible criminal activity, such as drug deals. The information the cameras pick up is transmitted to computers at police command centers. Although the first of the cameras — which can read a license plate from 400 feet away — was erected in October, police officials cannot yet cite a case in which they have been influential in a conviction. The \$4.5 million contract bestowed last spring by the Nagin administration to the New Orleans company Southern Electronics Supply and a few area subcontractors calls for 240 cameras, with each camera costing between \$4,000 and \$5,000. City officials claim that only law enforcement officials will have access to the recorded images. Mounted at what seems to be the height of a standard streetlight, the cameras typically take part in a preprogrammed 360-degree virtual patrol of a street. As the lens scans the entire area in a repeating pattern, it automatically halts to concentrate whenever it determines sudden movement. Officials claim that by the end of 2005, district commanders will be able to present both still images and live-action transmissions to patrol cars' laptop computers, providing officers with the chance to size up a possibly risky situation while they are traveling to a crime scene. www.nola.com/search/index.ssf?/base/library-66/11056859088300.xml?nola

A Flying Crime Fighter (Some Assembly Required)

New York Times (01/13/05) P. G7; Farivar, Cyrus

Chang Industry's portable unmanned aerial vehicle (UAV), which is made of foldable graphite composite poles and parachute cloth, will carry video surveillance cameras that wirelessly transmit at 30 frames per second. The California-based Los Angeles County Sheriff's Department will test the devices, which cost \$5,000 each and weight less than five pounds. Easily transported in the trunk of a patrol car, UAVs are likely to replace expensive helicopters and planes in surveillance operations due to their low cost and avoidance of putting a pilot or expensive helicopter in the air as a target for suspects. Chang's UAV can fly up to 1,000 feet and at 30 miles per hour, but the battery life is only about 20 minutes and officers on the ground must control the plane using a joystick. Los Angeles County Sheriff's Department technology evaluation officer Cmdr. Sid Heal fully supports the UAV technology due to its safety benefits and low cost. Chang is working on a larger UAV

with autonomous flight capability and a camera with the ability to pan, tilt, zoom, and work during the night. Paul Takemoto of the FAA says the UAVs must be evaluated on a case-by-case basis if law enforcement officers want to use them in urban areas, and the FAA is currently working on sweeping legislation concerning the UAVs with an expected completion in September 2005. www.nytimes.com/2005/01/13/technology/circuits/13next.html

DNA Collection Starts Up Again

Tacoma News Tribune (WA) (01/12/05) P. B1; Mulick, Stacey

With a union dispute still unresolved, the Pierce County Sheriff's Department has resumed taking DNA samples from convicted felons after an eight-month layoff. The union of the forensic technicians tasked with obtaining samples is arguing that taking samples is not the responsibility of the technicians and if the Sheriff's department thinks otherwise, it should pay extra for the added duties. Samples, once taken, are entered into a database by the Washington State Patrol crime lab and used to help identify suspects in unsolved crimes. State jails are responsible for collecting samples from felons sentenced to less than 12 months of incarceration. The State Patrol lab reckons that Pierce County should be submitting 200 samples a month to the facility. www.thenewstribune.com/news/local/v-lite/story/4440664p-4194583c.html

Maps Pinpoint Crime Trends

Cherry Hill Courier-Post (NJ) (01/11/05) P. 3G; Nark, Jason

Camden, N.J., officials say new crime-mapping technology will help them systematically address crime trends across the city. Police department commanders will be trained to use the new system to identify areas that show rising crime trends, based on statistical analysis of crime reports and service calls. The target area will then be infiltrated with undercover and plainclothes police who will try to gather information, and then uniformed officers will saturate the area. The department will be able to focus on one geographic area every 28 days, with the flexibility to remain targeted on an area if needed. "We must focus and pool our resources so that we can take each neighborhood back systematically," says Police Chief Edwin Figueroa. Other areas of the city will not suffer because of focus elsewhere because police resources will be used more effectively overall. The department plans to keep resource levels the same with the new technology, which is similar to one used in Baltimore and replaces an outdated system that only one person knew how to operate. www.courierpostonline.com/news/southjersey/

Department Call

Fulton Police Department
P. O. Box 1077
Fulton, Ky. 42041
(270) 472-3141



County: Fulton
Current Force: Nine sworn officers and
four communications specialists
Coverage Area: Six square miles
Founded: 1872
Class: Fourth Class City



Chief Terry Powell

Kentucky Law Enforcement News

Department of Criminal Justice Training
Kentucky Justice and Public Safety Cabinet
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